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EDUCATION "AN INSPIRING CHALLENGE"
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LOCAL GOVERNMENT IN DANGER

LOCAL government is in danger. That fact, which has been disturbing many officers for some time past, has now so alarmed the Association of Municipal Corporations and the County Councils Association as to drive those lately uneasy bedfellows into an alliance in its defence. So far, the alliance is a dual one only. The Urban District Councils Association and the Rural District Councils Association maintain their fight for existence in splendid, if unhopeful, isolation. The latter, indeed, alone of the four has lately brought the weapon of publicity to its aid, and has launched a press campaign designed to convince the public of the virtues of rural administration. But these two associations continue to fight their war on two fronts—against Whitehall on the one hand and against the counties and county boroughs on the other.

The A.M.C. and the C.C.A., having recognised the menace, have wisely decided to sink their differences and launch a united counter-attack against it. The call to battle is contained in a remarkable memorandum recently issued over the names of the two associations. In this they express their serious perturbation over "the drastic changes made and sought to be made by the Government in the local government service," and over the methods by which these changes are proposed to be brought about.

While agreeing that improvements in local government are necessary, they point out that the Government is planning from the wrong end. It is seeking to redistribute services without making any attempt to determine the best local government units to provide those services. It is allowing each department to make its own plans without regard for those of the other departments—as may be seen in the proposals for a National Health Service projected by the Ministry of Health and the educational reforms advanced by the Board of Education. This method can only produce chaos. If it is continued we shall be faced either with different areas for each major service or with attempts to fit one service into an area selected for the needs of another, with resultant confusion, waste, and inefficiency.

Threatened Services

MORE serious are the moves to filch first one and then another service from local government and put it under central control. The fire service and the veterinary service have already gone to Whitehall. The services connected with milk production, agricultural education, the provision of Class 1 roads, and the administration of the Weights and Measures Acts are threatened. To these the memorandum might have added many of the health services, most of the services covered by the term social security, and water, transport, gas, and electricity, all of which have commended themselves in various quarters as ripe for nationalisation.

As the memorandum states, we are witnessing "a series of piecemeal attacks upon a system which is the envy and admiration of other countries." If they are allowed to continue, it roundly declares, "the English local government system, with the possible exception of a few unimportant functions which Whitehall does not want and which will fail by themselves to attract sufficient local interest, must disintegrate and disappear. . . . Local government cannot stand still, but must keep pace with increased and increasing social demands. But it is madness to seek to attain this end by destroying a system of accepted worth instead of improving it whenever and wherever occasion may require."

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Unity is Strength

SIMILAR fears have been expressed by individual leaders of local government. One, Sir William Crosthwaite, the mayor of Middlesbrough, felt so strongly on the subject that he called a meeting of members and chief officers of all the six local authorities in the Tees-side area and delivered to them a solemn warning. After complaining of the present spate of "secret and confidential talks with selected deputations," the evidence of "bureaucratic rather than democratic influences" at work, the gradual but now extensive infiltration of the Regional Commissioners into the control of local government, and the exclusion of local authorities from all discussions as to their future, he suggested that seven major services—electricity, gas, transport, water, fire, police, and health—were all being threatened in one way or another.

How could local authorities effectively combat these dangers menacing their existence, Sir William asked. "I am satisfied that as separate units, acting independently, we can achieve nothing. But I think that as a combined unit we not only could defend ourselves fairly vigorously, but that we could assert ourselves with some advantage and success."

So impressed was the meeting with this call to action that those present agreed to consult their respective authorities on the suggestion that the boroughs of Middlesbrough, Stockton, Thornaby, and Redcar and the urban districts of Eston and Billingham, should amalgamate into a single local authority for the whole of the Tees-side area.

Themselves to Blame

STRAWS in the wind? Emphatically—and if effective action is not taken soon they may become debris in the whirlwind. But what action? Sir William Crosthwaite has provided the clue: "I believe that it is in amalgamation, the harnessing of our forces and the pooling of our resources that we shall work out our own salvation and preserve our independence."

For what is happening the local authorities themselves are in a large measure to blame. Invited by the Government to submit proposals for the reform of local government, each association of local authorities did precisely what the A.M.C. and the C.C.A. now complain that Whitehall departments are doing—prepared an independent plan, advancing its own interests and disregarding those of its colleagues. The A.M.C. wanted to divide the country into a series of big county boroughs, the C.C.A. wanted to create more powerful county councils, the U.D.C.A. and the R.D.C.A., seeing themselves likely to be ground between the upper and the nether millstones, were satisfied with vigorous cries of "Hands off!" and a defence of the status quo. Small wonder that Whitehall, murmuring "A plague on all your houses!" turned its back on these warring factions and set to work preparing its own plans designed to enable it to do the job itself.

Join Forces Now!

THOUGH the peril is urgent, it is not yet too late to save local government. But that can be done, in our view, only by speedy and effective action. The associations of local authorities—all of them—must come together, sink their differences and, in a spirit of genuine unity, self-abnegation, and common purpose for the common good, set to work to produce a plan for local government reform that will command the support of all. In doing that they should have the breadth of vision to bring their officers into consultation with them. For this is a matter of vital concern to NALGO and to the various sectional and professional societies of local government officers. Looking at the question from the narrowest point of view, they cannot afford to see big slices of the service, and large sections of their membership, transferred to the civil service. But, while that consideration must inevitably be in their minds, we are convinced that they would approach the problem from the broader viewpoint of the public good. The reports of the NALGO Reconstruction Committee and of the similar committees set

up by some of the professional societies, and the discussions those reports have aroused, have, we suggest, amply demonstrated that local government officers can make a real contribution to this problem, and can approach it objectively, submitting their personal interests where necessary to the public good. In many respects, indeed—as a fair examination of the various reports will show—their approach is likely to be less tainted by self-interest than that of the local authority associations. That is natural. For, whereas the mayor of a small borough would lose much influence and prestige were he to become merely a rank-and-file member of a larger all-purpose authority, the status of a clerk, a treasurer, or a sanitary inspector is pretty much the same whatever the type of authority he serves. And officers, as the men and women who do the work and have first-hand experience of the virtues of one type of administration and the snags of another, have every right—none better—to a voice in the future planning of their service.

Let the associations of local authorities come together, therefore. Let them invite NALGO and other organisations of officers to join them. Let them bring in, too, representatives of the many voluntary organisations and citizen groups which today play so big a part in the efficient functioning of national and local services. Let them all get round the same table and in a spirit of good-will, mutual understanding, and wholehearted desire to serve the interests of the public rather than of themselves, thrash out an agreed and comprehensive scheme for the reconstruction of local government. Such a scheme, backed by the united approval of the local authorities, their staffs, and the public they all serve, no Government could resist. Utopian? Perhaps—but in our view the only way in which democratic local government in Britain can be saved.

"Nature" on Reconstruction

WERE any further demonstration required of the value of the contribution which local government officers can make to the reconstruction of the service, it is amply provided by the reception given to the interim report of the NALGO Reconstruction Committee. Although some members of the Association have criticised the report severely—and such criticism is invited and warmly welcomed—the Press as a whole has acclaimed it as a practical and common-sense plan. No other of the various schemes put forward has been given such wide publicity nor so substantial a measure of approval.

Latest example is provided by a long article on local government reconstruction in "Nature," the leading journal of scientific opinion in Britain, if not in the world. It is an article that must be gratifying, indeed, to the members of the Reconstruction Committee and to those members of the Association who share their views. After stressing the need, under a democratic system, of integrating the interests of the parts into the interests of the whole and of establishing effective co-ordination between national and local administration and services, the article draws attention to the similarities, in both diagnosis and recommendations for treatment, in the proposals submitted by the NALGO Committee, the Association of Municipal Corporations, and the Labour Party.

All three, it points out, agree that there are too many local authorities, that most are too small to tackle problems of post-war reconstruction, and that the present standards of services are unequal. All three agree in attempting "to meet the need for greater opportunities for personal contacts between all grades of society and machinery for fuller exchange of views and interests between them which are such important factors in the method of discussion that is the essence of a democratic system."

Emphasising the need for a united approach to which we have referred above, the article adds, pertinently: "the contacts established during the war have already had a loosening and educating influence on social structure, and we must look to this process to overcome the opposition to change as such which has manifested itself . . . particularly on the part of the small units which fear the loss of either power or individuality."

Best Men Needed

"TWO points are of fundamental importance," the article continues. "To the local authority we must look in large measure for the redress of the balance against any bureaucratic tendencies which may be inherent in the large-scale measures of planning which are as inevitable in post-war reconstruction as in the development of our full war effort. That objective can only be secured when we are able to obtain the services of the right type of men and women for the local authorities. The very best and not the mediocre, indifferent, or self-seeker must be attracted to the local councils, and any obstacles to such enlistment must be removed as fully as possible. Local government authorities must be given the dignity and status to make that appeal. They must also prove that they deserve such dignity and status by the vision, the wisdom, and the magnanimity with which they address themselves to the problems confronting them. Independence of mind, sound and disinterested judgment, rather than party allegiance, must be the hall-mark of the local councillor if our democracy is to preserve its vital character and serve the new age."

A reference to the "besetting danger" of professional associations, that they tend in time to become conservative and directed towards self-preservation rather than seeking the public good, leads to the welcome tribute that—"the report of the National Association of Local Government Officers, like that of the Institution of Municipal and County Engineers on Post-War Planning and Reconstruction . . . is an admirable example of the way professional associations do in practice make valuable corporate contributions to the discussion of public affairs."

The article concludes with a defence of regionalism—by which is meant not the Regional Commissioner and Whitehall decentralisation, but a larger local government unit serving a natural region—on the ground of—"the possibility it offers . . . of tappi more effectively the immense reserve of voted service, initiative, and capacity leadership which had not previously be enlisted by the organs of local government a which for various reasons is unlikely to fi an outlet in national politics. To utilise t material, larger units and wider powers a responsibilities in local government are esse tial, and a machinery in which sound a ministrative principles are embodied with t flexibility and adaptability required to ser the changing needs of the times. Second and equally important, by integrating at t local and regional level the knowledge a services of the professional or scientific expe it should assist in that important work educating not only the electorate but also t councillors and others who are called upon act on the recommendations of expert co missions in special fields."

Branches' Views Invited

BEFORE leaving the reconstruction repo by the way, may we correct a misappr hension? Some branches are complaini that the report was published before th views had been sought. That is not strict correct. More than a year before the repo was published every branch and district co mittee in the country was invited to send views to the committee and to answer a que tionnaire. Many did so. Now the report which, be it noted, is described as an "i terim" report—is submitted to branch districts, and individual members, not as t last word on the subject, but as a basis discussion. It is, in effect, now before t Association—and the committee, which is s sitting, will welcome all views, criticism comments, and counter-proposals which me bers and branches care to submit. On please make them constructive! Mere destructive criticism will get us nowhere.

850 Years a Town

MUCH municipal history was brought light last month when Richmon Yorkshire, one of Britain's oldest borough celebrated the 850th anniversary of its franchisement in the year 1093. Among many other treasures, Richmond contains and the corporation owns—a unique 18 century theatre, built in 1788. For nearly century the building has been little used, a latterly it has served as a corporation salva depot. Thanks to this neglect it has ne been "restored" and remains to-day, ap from the ravages of time, exactly as it w built—without a raised stage, with two mini boxes, still bearing the arms of its origi patrons, with gallery running round rectangular auditorium, and with the th holes in the ceiling through which candela were lowered during the interval.

In planning the celebrations, Mr. Da Brooks, the town clerk, hit on the happy id of restoring this theatre to its original u A band of enthusiastic volunteers cleared and refurbished the old building, local amate actors rehearsed period plays, and on Augus —second day of the borough's commemo tion week—with the mayor in the box predecessor occupied on the opening night 1788, and the Earl of Zetland in that occupi by his ancestor on the same occasion—t silence of a century was broken.

It was a great moment in the life Richmond. Many actors, actresses, and ot stage personalities sent their greetings. Th were messages from Richmonds, to wh the town had given its name, throughout t world. And, best of all, the future of t theatre was assured, for Mr. Brooks is n planning to use it as a permanent theatri museum and as the home of an annual festi of 18th century drama. NALGO's pub relations department is happy to have play a small part in this achievement and the wor wide publicity it attracted.

NALGO H.Q. Returns to London

NALGO Centre, Croyde, which has served as the Association's Headquarters since the outbreak of war, has been requisitioned at short notice. In consequence, Headquarters is being transferred to its former offices in Abingdon Street, Westminster.

Since the outbreak of war, the permanent staff of the Association has been seriously depleted. Temporary staff has been recruited locally to replace those who have left. Nevertheless, the staff immediately before the present transfer was barely adequate to carry out the necessary work efficiently and expeditiously. The transfer to London has resulted in the resignation of approximately 25 per cent of the staff at Croyde, being mainly those recruited in the Devon area. The work of the Association will, therefore, have to be carried out by the remaining members of the staff, together with any new staff it may be possible to recruit in London. The latter, being inexperienced in the Association's specialised work, will require several months' training before they can be of real use.

The transfer itself has caused considerable dislocation. That, coupled with the staff problem, will mean that, for some time to come, delays and difficulties will inevitably arise in the carrying out of the Association's work.

For the next few weeks, therefore, communications to Headquarters should be confined to matters of urgency and importance.

The address of the Association's Headquarters from Setpember 1—to which all correspondence for Head Office should be sent—is:

NALGO, 24, Abingdon St., Westminster, London, S.W.1. (Phone WHitehall 9351.)

Education Plan a "Thrilling and Inspiring Challenge"

By C. P. R. CLARKE, Assistant County Education Officer, Hampshire

he Government's plan for educational reform marks a "tremendous step forward" nd presents a "thrilling and inspiring challenge" to officers in the educational and rchitectural departments of local authorities who will have the task of carrying it to ruition, says Mr. Clarke in this analysis of the recently published White Paper.

'HE White Paper on Educational Recon- struction, in which is outlined the overnment's proposals for the post-war form of our education system, begins with a atement of principles from which the proposed etailed changes in the structure of the system llow. In future, education is to be regarded a continuous process, organised in successive ages: primary, up to the age of about even; secondary, from eleven to the school- aving age; and further, catering for the lucational needs of the child's post-school e. The need to achieve diversity is stressed being equally important with the achieve- ent of equality of educational opportunity, ut diversity must not impair social unity ithin the educational system. The child is be regarded as the centre of education, and, far as is possible, all children are to receive e type of education for which they are best lapted.

The White Paper recognises that the content education is of more moment to the child an its machinery, but nevertheless an lequate framework is essential.

omprehensive Structure

The future structure will be as follows:

It will become the obligation of the local ducation authority to provide such nursery hools as, in the opinion of the Board of ducation, are necessary. Infants' and junior hools will retain their present age-range, ut the large classes and bad conditions which ow mar so many of them will be systematically iminated. The special place examination, hich now determines which children shall pass om the "junior elementary" to the secondary" school, will be abolished. stead, children will be distributed between ree types of secondary school after an ssessment of their individual aptitudes. The asis of the assessment will be the school ecord, possibly supplemented by intelligence sts, and the parents will be consulted. The ree "secondary choices" will be:

he "grammar school," corresponding to what is now known as the "secondary school";

he "modern school," which will be an improved version of the present "senior school"; and

he "technical school," which will be a development of the "junior technical school," of which a small number only exist to-day.

single code of regulations will govern all ree types, there will be a broad equivalence f conditions, and attendance will be without e. The minimum school-leaving age, which ow stands at fourteen, will be raised to fifteen ithout exemptions as soon as possible after e end of the war. The Board will take power raise the age to sixteen by Order in Council hen circumstances permit, but it is not con- mplated that this will be possible during at y rate the first seven years after the end of e war. The completion of the reorganisation the remaining all-standard "elementary" hools, which now take children of all ages om five to fourteen, into junior and modern hools, will be pressed ahead. New terms e offered to the managers of the non-provided schools, most of which belong to the Church of England and the Roman Catholic Church, to enable them to bring their buildings up to a satisfactory standard, and the powers of the local education authority and of the managers in the control of such schools will be re-defined. The same terms are offered to the governors of what are now known as "aided secondary schools." Such non-provided schools and aided secondary schools are in future to be known as "auxiliary schools," and it is stated that provision will be made for such alteration of their organisation and age-range as may be necessary and for enabling the authority to cease to maintain redundant schools, subject to the consent of the Board.

At the further education stage every young person who does not remain in full-time attendance at school will be required to attend for the equivalent of one day a week at a "young people's college," between the time he leaves school and the age of eighteen. Opportunities for education in technical colleges, the universities of industry, and for adult education will be increased and the youth service will be extended.

Administration will in future be in the hands of the councils of counties and county boroughs —the present Part III authorities for "elementary education" only being abolished. So that local interest and knowledge may be obtained and utilised, counties will be required to set up district education committees, covering the area of one or more district councils. Any district council dissatisfied with the extent of the powers delegated to it will have the right to make representations to the Board. The Board will take power to combine for educational purposes, where it considers that desirable, the areas of two or more county or county borough councils (but there is no suggestion that it should reduce in size any of the present very large authorities).

The status of the local education authority in relation to all types of secondary school is to be defined in an instrument of government under statutory sanction.

Big Step Forward

Before the war, the proportion of the expenditure of local education authorities borne by the Exchequer was just under 50 per cent; the future proportion will be 55 per cent. In addition, the poorer authorities will be aided by special provisions. The ultimate cost of the reforms, apart from that of raising the leaving age to sixteen, is estimated at £67,000,000 a year, of which £23,000,000 will fall on the rates.

Local government officers will be grateful to the President of the Board for the comprehensiveness of the White Paper. It opens the way for a far-reaching improvement in the quality of the education to be given to the nation's children and young people. It promises the removal of many of those aspects of the present educational organisation which are not consistent with the ideals of a democratic community. Unquestionably, it is a tremendous step forward, and to those local government officers who serve in the education and architectural departments it comes as a thrilling and inspiring challenge. It sets before them the task, the achievement of which will be theirs during the next ten years. What a tremendous task it will be and how superbly worth while! A prodigious number of existing schools will have to be improved or reconstructed to bring them up to modern standards. Building will be needed to permit of a reduction in the size of classes, for the completion of reorganisation, for raising the minimum leaving age to fifteen and then to sixteen. New nursery schools, secondary technical schools, young people's colleges, and technical schools will need to be built. Surely an architect's paradise! It will be the earnest wish of every local government officer concerned that the whole of this vital work shall be carried through in the shortest possible time. They are not likely to fail, provided that the determination of the central authority does not falter and provided no financial or economic disturbance towers up to dash our hopes as happened after the Act of 1921.

High Minimum Standard

Space does not permit of comment on each important aspect of the White Paper, nor on the crucial question of the supply and training of teachers, which is now being investigated by the McNair Committee, and on the successful solution of which the success of the whole scheme depends. Comment will therefore be limited to the position of the local education authority under the new dispensation, and to the proposed abolition of the Part III authorities.

Local authorities and their officers will welcome the categorical assurance given by the President of the Board during the debate in the House of Commons that nothing of what is proposed will remove anything from the sphere of local government. The Board intends, however, to see that local authorities do not fail in their duty to give effect to the wishes of Parliament. Authorities will be "required" to prepare development schemes for primary and secondary education, setting out the existing provision and explaining what will be needed in the future. The Board, when it has approved a development scheme, will make an education order, specifying the steps the authority will be "required" to take by way of maintaining and improving existing schools and providing new schools; and containing a timetable to which the authority will be "required" to conform in taking these steps. Similar schemes for further and adult education will also be "required." The language here is peremptory. Local government officers would not want the discretion of a local authority to be allowed to extend to failing in its plain duty to the children of its area, and they would be the first to agree that there must be a strong central authority charged with the duty of exacting a high minimum standard of performance from all authorities. Nevertheless, they could not acquiesce in an interpretation of this part of the White Paper—and fortunately there is no reason to believe that such an interpretation is contemplated—which would turn them into mere agents of the central authority and which would deny them the creative, constructive task of planning the new scheme of things in their own areas. At this point it is necessary to note with regret that speaker after speaker in the House of Commons thought it necessary to urge the President to keep the authorities, and particularly the county authorities, up to scratch in the execution of their task. Doubtless

(Continued at foot of next page)

One Branch Raises £150,000 for Savings!

More than £150,000—equivalent to £200 per head of effective membership—for War Savings, in addition to many hundreds of pounds for war charities—such is the astonishing record of the Croydon branch. Here is the story of how it was done. It is an achievement which few branches, we fancy, will be able to better; but which all might emulate. If there are any challengers we shall be glad to hear of them.

CROYDON branch's part in the National Savings campaign began shortly after the outbreak of war with a meeting of the staff called by the town clerk, attended by him and the mayor, and addressed by a member of the staff, Mr. L. J. A. Moir, now the branch secretary. As a result of that meeting, a scheme for the regular deduction of savings from salaries was put into operation and the branch urged its members to contribute to the utmost of their ability.

Since some members preferred their contributions to be unknown to the "powers that be," a branch representative addressed departmental meetings and more than 30 "private" stamp groups were formed.

Simultaneously, the local savings committee, of which the present branch secretary was—as he still is—assistant treasurer, sought the aid of the staff association in its campaign for the formation of street groups. Members of the staff were invited to form and become the secretaries of street groups. No fewer than 120 members responded—a result of immense value to the local committee at a time when the movement was in its infancy.

When war weapons weeks were being organised in 1941, the local savings committee asked the branch to organise, in the middle of the town, the principal selling centre. Despite the increasing pressure of official work, the branch agreed and appealed to its members to supplement their own considerable help by securing the assistance of wives, mothers, and friends to help during office hours. Once again the response was magnificent. It was followed by the bright idea of organising a war exhibition in conjunction with the selling centre, with a charge of 3d. for admission, the proceeds to be given to the local civil defence comforts fund, then badly in need of money. It is believed that this exhibition was the first of its kind in the country and the forerunner of the many more ambitious displays organised elsewhere. So great was the popularity of the exhibition that it was kept open for a further week. More than £120 was raised for the comforts fund.

The week concluded with a staff dance in the council chamber, at which the mayor announced that more than £1,000,000 had been raised in the borough, of which the branch had raised £23,000. During the evening t mayor made a presentation to Mr. Moir.

A few months later, a summer campai was launched. The branch used its spor ground for a fete—open to staff and friends the profits of which were devoted to a "pool from which staff could obtain a limit number of additional certificates at 13s. 6 each so long as the "pool" lasted. Th device met with some criticism, but addition certificates to the value of £1,800 were sold.

In 1942, the branch was asked to play even bigger part in warship week. The loc savings committee handed the "official exhibition to them. But this was not enoug In addition, they staged, an outstandi display of models of ships, aircraft, tank etc. A public appeal brought in sever thousand wonderful models. The staff al organised a poster competition, with sever hundred entries, gave two film shows dail and provided the selling kiosk—a model the bridge of a warship.

Even all this was not enough for the enthusiastic officers, and they added to t other attractions the most ambitious schen of all. Members of the staff were invited make and give articles which were to be giv away to buyers of certificates of at least t times the value of the gift they desired. F three months the staff spent their limit leisure making all manner of useful articl The result was astounding. Some 12,000 articl were provided, varying in value from under 6 to over £50, and filling two large showroo which, staffed during office hours by wive mothers and friends, and in the evening members of the staff, were crowded every d of the week. The result of this one week campaign was just short of £50,000. In additio admission charges to the exhibition broug another £120, which was given to provi comforts for the town's adopted warship.

This year the branch launched anoth campaign for wings for victory week. Th time, however, much to its regret, serious loss of staff and the fact that so many of the wiv and others who had helped before were in t auxiliary forces or on other war work, it cou not organise any public effort. Nevertheles the members raised £15,000 privately amo themselves and their friends, and organis a performance of short plays, a variety conce and a recital which, attended by about 8 people each, raised £150 for the R.A. Benevolent Fund.

It is impossible accurately to assess the to amount of national savings collected by t Croydon municipal officers since the openi of the campaign in November, 1939, but must be well over £150,000.

Their constant efforts for national savin are, however, only a part of the activities the branch. During a Red Cross and St. Jo week last summer, for example, they rais over £700—half of the town's total—for parce for prisoners of war. This achievement which was additional to regular contributio to the Red Cross and St. John penny a we fund, which have brought in over £700, a to the "adoption" under the books a games fund of all their colleagues who a prisoners of war—was the subject of a spec reference in the recently published handbook the Red Cross and St. John organisation.

The branch is repeating its efforts t summer, and is taking full responsibility f the sideshows at four big public fetes.

NALGO's proper activities do not suff as a result of all these additional endeavou On the contrary, it is probably true to say th the past three years have been the most acti and successful in the branch's history and th it is well maintaining its strength. It has be greatly helped by the enthusiasm and loyal of its temporary members, who have throug out made their full contribution in every wa

Education Plan's Inspiring Challenge

(Continued from preceding page)

it is well that we should see ourselves as others see us, but it is certainly depressing that the general opinion of members of Parliament about the performance of local authorities and their officers was not more favourable.

While, at the one end, the central authority will be given power to insist that the local education authority shall perform its duty fully, at the other the local education authority will be required to delegate certain powers to district committees (in counties) and certain other powers under an instrument of government to governors of secondary schools. Presumably this latter provision has been inserted in deference to the wishes of organisations such as the Incorporated Association of Assistant Masters, which fear encroachment from the local education authority and its education officer. Here again there have, of course, been a few bad cases, but the generality of education officers readily assign to head teachers that freedom to manage their own affairs which they in their turn hope to receive from their authorities. Local government officers will be ready to welcome statutory instruments of government for all types of school, provided the local authority retains sufficient control to enable it fully to discharge its responsibilities. Parliament is rightly zealous to preserve the proper liberty of every component part of the educational system, but it would be rather bizarre if, as a result of its legislation, the local education authority were so denuded of power from above and from below that it alone came to lack authority and a sphere of independent action.

The proposed abolition of the Part III authorities must cause many heart-burnings among members of NALGO. The Part III authorities claim that they should not be deprived of any powers until the future organisation of local government is determined. Unfortunately there is no sign that the Government's plans for the future of local government are likely to be produced in the near future, and educational reform certainly cannot wait on them. Nor can the Part III authorities be left with their present powers in the meantime, because the White Paper overturns that distinction between "elementary" and "higher" education on which the division of powers between county and Part III authorities was based. The alternatives are, therefore, that the Part III authorities shall lose their powers altogether, or that all or some of them should be given full educational powers. Arguing against the latter alternative, the Parliamentary Secretary, Mr. Chuter Ede, pointed out in the Commons debate that the grammar schools in the areas of the five Part III authorities in Surrey were attended by two pupils from the county area for every one pupil resident in the five boroughs. To transfer control from the county to the boroughs would, therefore, disenfranchise the parents of two pupils for every one whom it enfranchised. Certain members emphasised the special circumstances of some Part III authorities, particularly in the Middlesex area, which have a population approaching or exceeding the minimum which before the war qualified for county borough status.

Fortunately, the institution of district education committees within the county area will offer future profitable employment for the staffs of Part III authorities. Several counties already operate a system of district committees, which may serve as a pattern to those which do not. In Lancashire, for example, the county authority asked the education committees of the Part III authorities to act on its behalf in matters of "higher" education, and the officers of the Part III authority also acted for and were paid additional salary by the county authority. Such a system could readily be adapted to the requirements of the White Paper.

The chief education officer of the Part III authority will lose that title, but in most places he will probably find that he still has an important job to do, and he may find himself possessed of additional duties in connection with "higher" education and possibly also of an additional area of operation in so far as the area of another district council is combined with his present area to form a new district education committee. It is to be hoped that local government officers who serve counties will have no difficulty in ensuring for their colleagues of the Part III authorities that position of dignity and responsibility which the President expressed anxiety to secure for the leaders of education in those areas.

Branches' Views Sought on Affiliation Vote

STEPS to give effect to the decisions of Conference were taken at a meeting of the National Executive Council held in London on July 24. Important decisions included :

Ballot on T.U.C. Affiliation.—After a long discussion, the Council decided to notify district committees and branches of the result of the ballot and to instruct them to consider the position and submit their observations to the Council by December 31. The N.E.C. is to leave the matter entirely in the hands of branches and districts and will send them no comment, instructions, or advice. Officers of the Association have been instructed not to discuss affiliation with branches or districts.

Beveridge Report.—The first part of the Conference resolution, welcoming the Beveridge scheme and urging the Government to adopt and carry out its general principles at the earliest possible moment, together with the amendment calling for the establishment of a Ministry of Social Security, were referred to a special social services committee. This committee, consisting of Messrs. W. R. Beevers, L. Bevan, F. E. Cox, W. O. Dodd, P. H. Harrold, T. Nolan, and J. H. Tyrell, was appointed to maintain a continuous watch on developments in social services—including the Beveridge Report, the work of the Nuffield Provincials Hospital Trust, and the plans for a national health service. The second part of the Conference resolution, seeking adequate protection for all local government officers affected by the Beveridge scheme, and the amendment suggesting the transfer of such officers to the Ministry of Social Security, were referred to the law and parliamentary committee.

War Pensions.—The motion and amendments inviting the N.E.C. to press on the Government the need for legislation to provide adequate pensions for the dependants of all members of H.M. Forces who die whilst serving, whether death is caused by wounds, accident, or illness, and for all men and women invalided out of the Services, were referred to the law and parliamentary committee. That committee will report on the extent to which the suggestions made go beyond the changes in war pensions outlined in the Government White Paper published in July.

Recruitment of Nurses.—In conformity with the Conference resolution, all branches are to be urged to circulate the leaflet, "An Appeal to Nursing Staffs in Local Government," to nurses in municipal hospitals and institutions and to follow it up by calling meetings of nurses. On the recommendation of the service conditions committee, it was laid down as the Association's policy to recruit all nurses and members of administrative staffs in the employ of local authorities, NALGO not recognising the right of other unions to recruit them.

Equality of Opportunity.—It was decided to refer to branches the resolution calling for action to abolish the marriage bar and the practice of offering lower salaries to women, with a request for information as to the practice of local authorities in each area.

Equal Bonus.—The resolution calling for every endeavour to secure adoption of the principle of equal cost of living bonus for men and women was carried forward as a continuing reference.

Articled Pupils.—The resolution and amendments on this subject were referred to the NALGO Consultative Committee (on which are represented most of the sectional and professional societies of local government officers) for its observations.

Other Conference resolutions which were referred to the appropriate committees of the Council included those :

Calling for action to make the decisions of Whitley councils binding on all parties ;

Seeking measures to bring methods of recruitment, status, and conditions of employment in the local government service up to the standards envisaged in the Hadow Report.

Instructing the N.E.C. to endeavour to facilitate dual membership and co-operation between NALGO and the associations catering for technical and professional workers ;

Calling for a scheme for an increase in NALGO's organising staff including, if necessary, an increase in subscription rates ;

Recommending that a parallel organisation be set up within the framework of NALGO for the organisation of all nurses, both in and outside local government.

Other matters dealt with by the Council in the course of an exceptionally crowded agenda included :

War-time Vacancies and Promotions.—Wandsworth branch complained of the injustice, both to officers in the Forces and to officers liable for military service but temporarily deferred, of the practice adopted by many local authorities of restricting new permanent appointments to persons not liable to military service. To get over the difficulty, it suggested that :

(*a*) Appointing authorities should invite applications for appointments from all candidates, whether or not they were liable for military service, and appoint the most suitable ;

(*b*) The Minister of Labour should be asked to direct the appointed candidate to the post, until such time as the vacancy can conveniently be filled permanently ; and

(*c*) The directed officer should be given a similar guarantee of return to his original appointment, and similar protection of his superannuation rights, as he would have had had he been called up for military service.

Adoption of this plan, Wandsworth suggested, would safeguard the position of officers in the Forces, would give local authorities a better selection of candidates, and would, by increasing the opportunities of gaining experience, enable more officers to train for the enlarged spheres of duty envisaged after the war.

The Council agreed that the points raised should be referred to districts and branches for their observations, but that, in the meantime, Wandsworth be informed that the Association adhered to its policy that all war-time appointments should be temporary.

NALGO and Civil Service Clerical Association.—In the November, 1942, issue of LOCAL GOVERNMENT SERVICE it was reported that the Association had protested vigorously about a circular issued by the Civil Service Clerical Association in which allegations were made of "autocratic and petty-minded" food executive officers and "the dangers and inefficiencies arising from the virtual control of food offices by local authorities." The Association strongly repudiated these allegations and, after an exchange of correspondence, Mr. H. Allen, chairman of the service conditions committee, and the general secretary met Mr. L. C. White, general secretary of the C.S.C.A. and Mr. Ellerby, author of the circular complained of. After a full and frank discussion, it was agreed that the points in dispute should be settled amicably and without publicity.

NALGO adhered strictly to its part of the agreement, but on May 19, at a conference of the C.S.C.A., Mr. White returned to the attack, declaring that the administration of food offices had been "a sorry one, brought about by a bargain reached as a result of blackmail by the local authorities with the Government," and adding : "The hybrid form of organisation has resulted in all sorts of political jobbery in areas where any members of the council whom the town clerk wants to keep sweet are given jobs."

A week later, the Press published an interview with Mr. White in which it was stated that he had written to Lord Woolton complaining about the administration of food offices in general and asserting : "the ration-book chaos in some districts is due in part to town clerks—who are able to devote only some of their time to the job—being in charge." Other causes of the difficulties, he added, were the refusal of food offices to grade work properly and the fact that many posts were filled by friends and relatives of councillors and officials who often had no qualifications for administrative work.

On June 19 Lord Woolton stated that he could not accept the contention of the Civil Service Clerical Association that "this arrangement is generally unsatisfactory and should be abandoned."

On July 3 the Ministry of Food, in reply to a letter from the organising secretary of NALGO, wrote : "Lord Woolton has recently expressed his appreciation of the very valuable assistance that has been given in the past by town clerks who have acted in the capacity of food executive officers and of the co-operation which has been obtained from them and from local authorities since the outbreak of the war in connection with the setting up and operation of the Ministry's local organisation."

The Council agreed that the circumstances should be reported in LOCAL GOVERNMENT SERVICE, so that members might form their own conclusions on the actions and statements of the Civil Service Clerical Association.

Cost of Living Bonus.—The Surrey branch submitted resolutions adopted at a special meeting of its executive committee drawing attention to the damaging influence of different scales of bonus for local government officers, civil servants, and teachers ; urging NALGO to make further efforts to secure a uniform scale for all public servants ; and suggesting that, if such a course were necessary to secure an adequate bonus which would be accepted and enforced by the National Arbitration Tribunal, the Association should be prepared to accept a "ceiling" for bonus entitlement. The N.E.C. agreed, on the recommendation of the service conditions committee, to inform the Surrey branch that the Association was

(Continued at foot of next page)

BUILDING SOCIETY WIDENS MORTGAGE FACILITIES

As a result of its improved financial position—which last year, with assets at £4,700,000, mortgage advances at £5,500,000, and share and deposit investments at £6,000,000, was stronger than ever before—the Nalgo Building Society announces a substantial extension of mortgage facilities. In future, the Society will be prepared to consider :

- Mortgage advances on freehold property for personal occupation up to a substantial proportion of the purchase price or the value in March, 1939, whichever is the lower, repayable over any period up to 20 years ;
- Mortgage advances (though possibly on a lower scale) on leasehold property and property bought for investment ; and
- Fixed mortgages (under which interest only is payable) up to two-thirds of the purchase price or value, whichever is the lower, on property bought for personal occupation.

Each application will be considered on its merits. Interest on all mortgages will be at the rate of 5 per cent. Application forms and full details are obtainable from branch secretaries, Building Society correspondents, or from Headquarters.

The offices of the Society have now been transferred back to London, and the pre-war service of personal advice and assistance to members on house purchase problems has been resumed.

NALGO BUILDING SOCIETY

Now at 24, Abingdon St., London, S.W.1

A NALGO DIARY

By "ABINGDON"

Higher Bonus Award: New War Pay Victory

MOST members will by now have heard of the new and improved recommendations for cost-of-living bonus approved by the National Whitley Council on July 28. It had been hoped that these recommendations would be made by the more comprehensive Whitley Council for the formation of which NALGO has been negotiating with the associations of local authorities and the existing Whitley Council for some months past. Soon after Conference, however, it became clear that these negotiations were unlikely to be completed as rapidly as had been expected, and in these circumstances, and in view of the pressing need for a bonus more closely related to the rise in the cost of living, the staff side decided to renew the application it had made earlier in the year to the existing National Whitley Council. The application was sympathetically considered, and the following recommendations, to take effect from July 1, were sent to the provincial councils:

Men under 21	**8s. 9d. p.w.**
Women under 21	**7s. p.w.**
Men over 21 and earning less than £500 p.a. (excluding bonus)	**17s. 6d. p.w.**
Women over 21 and earning less than £500 p.a. (excluding bonus)	**14s. p.w.**
Men and women earning over £500 p.a. (excluding bonus)	**£33 16s. p.a.**

At the time of going to press nearly all the provincial councils had endorsed the recommendations and by the time this journal is published it is hoped that all will have done so and that a substantial number of local authorities will have adopted the scheme. Although still modest by comparison with the substantial increases in industrial earnings—which, according to the "Ministry of Labour Gazette" for June had, in January last, increased by an average of 65 per cent for all workers since October 1938—and maintaining the sex differentiation deplored by the NALGO Conference, the new bonus is a substantial improvement on its predecessor and is for all officers, save juniors between 18 and 21, a good deal better than the latest Civil Service award. On this matter, much as we may feel individual and collective injustice, we should take a realistic line. The choice lies between a "generous" bonus, splendid on paper, but which only a minority of local authorities would adopt and which the National Arbitration Tribunal might reject, and a more modest recommendation which most local authorities will accept and which the Tribunal may reasonably be expected to enforce against the minority of "bad" authorities.

Minister Backs War Pay Claim

THE Minister of Labour, I am glad to see, has come down heavily against that small group of local authorities who have been trying to evade the obligations to which they, in common with all other employers, are subjected by the Conditions of Employment and National Arbitration Order.

Most of these authorities are members of that minority which have steadfastly refused to do anything for their officers who have risked—and in many cases sacrificed—their lives in defence of the freedom upon which local government depends. When the Bolton Judgment established the right of NALGO to take them to the National Arbitration Tribunal, the Association took advantage of that decision and, in every case, obtained an award requiring the authority to supplement the service pay of its officers in the Forces on the scale agreed between NALGO and Bolton Corporation. Incensed at this interference with their "right" to treat their employees as they pleased, some of these authorities thereupon set out to evade the award. On the pretext that the making up of service pay would convert local government officers into a "privileged class," they sent a deputation to the Minister of Labour to ask him, in effect, to make them a "privileged class" of employers outside the jurisdiction of the National Arbitration Tribunal.

Though the awards of the Tribunal are binding upon all other employers and workers alike, they sought for themselves a position above the law, able to use it against their staffs—as in the application of the Essential Work Orders—when it worked to their advantage, but able to ignore and flout it when—as in the making up of service pay—it worked to the advantage of their staffs and to their disadvantage.

Mr. Bevin's Reply

THE Minister, however, has firmly rejected that fantastic claim. In a letter to Mr. H. Sutcliffe, M.P., who introduced the deputation, he wrote, on August 14:

I have now given careful consideration to the representations made by the deputation which you introduced to me on 15th July representing certain local authorities who object to being compelled to observe awards of the National Arbitration Tribunal which require local authorities to make up the war service pay of their employees serving in the Forces. As I explained, this question arises from the operation of the Conditions of Employment and National Arbitration Order, 1940. If it were proposed to exclude local authorities from the scope of the Order an amending Order or Defence Regulation would be required and this would raise far reaching issues.

I am, of course, aware of the position under the Local Government Staffs (War Service) Act which was passed in 1939, but I may remind you that when in 1940 the country was faced with a grave emergency, both parties in industry agreed that it was imperative to avoid stoppages of work owing to trade disputes and, with their agreement, a Defence Regulation was made giving the Minister of Labour and National Service power to prohibit a strike or lock-out in connection with a trade dispute and to establish a Tribunal for the settlement of trade disputes. These two provisions were complementary and **no specific provision was made or could, in the circumstances, be made for exceptions.** As you know, the question of the jurisdiction of the National Arbitration Tribunal which was appointed by virtue of these powers was raised in the Bolton Corporation case and the House of Lords decided that the procedure of the Order applied to claims made against local authorities in the circumstances existing in the case that came before them.

I must also point our that in the present emergency I am compelled to use my powers of direction to transfer persons compulsorily to local authority employment, and **I regard it as essential that persons so transferred should have a proper opportunity for the settlement of any difference or dispute that may arise in connection with the terms and conditions of their employment.**

With regard to the question of making up the war service pay of local authority employees I would point out that **the great majority of local authorities in England and Wales have already decided voluntarily to make up the difference, or some part of the difference, between the war service pay and the civil pay of their employees, and this course has been recommended by various Joint Industrial Councils for local authorities. This course has also been followed in respect of Government employment and by many public authorities and individual employers.**

While, therefore, I was glad to receive the deputation and while I fully appreciate the circumstances which gave rise to their representations, I am bound to say that, after full consideration, **I am unable to agree to any proposal to amend the Order to exempt local authorities from its operation, either generally or in the matter of making up the war service pay.**

That clear expression of policy, and particularly the passages I have emphasised in heavy type, will, I hope, finally dispose of this irresponsible attempt to obtain for local authorities privileges denied to all other employers and to deny to their staffs rights enjoyed by all other workers.

In the meantime, more NALGO members in the Forces are benefiting from the awards of the Tribunal. Up to date, it has awarded the "Bolton Agreement" against every one of the twenty local authorities NALGO has taken before it, while a further 99 have adopted the Bolton Agreement voluntarily.

Branches' Views Sought on Affiliation

(Continued from page 433)

bound by Conference policy, which was in favour of Whitleyism.

A Blacklisted Appointment.—It was reported that, following an application by NALGO to the Westmorland County Council for an increase in the salary of £650 paid to the county accountant, the county council had given the accountant three months' notice of dismissal, had agreed to increase the salary for the post to £900, and had informed the present accountant that he might apply for it. In consequence of this action, branch secretaries have been asked to advise their members not to apply for the position.

Personal Injuries (Civilians) Scheme.—Arising out of the letter from the Minister of Pensions (reported in the July journal) in which he accepted NALGO's claim that officers engaged on administrative duties in civil defence should be eligible for compensation under the Personal Injuries (Civilians) Scheme, it was decided to make a further approach to the Minister for the inclusion within this scheme of officers engaged in after-raid services not recognised as civil defence.

Registration of Accountants.—It was reported that the Institute of Chartered Accountants, the Society of Incorporated Accountants and Auditors, and the Association of Certified and Corporate Accountants, were preparing legislation to prohibit anyone practising as an accountant unless he held a certificate or licence. While approving the regulation of the accountancy profession, the N.E.C. agreed to make whatever representations might be necessary to protect local government officers who might be affected by such legislation.

Public Assistance Departments.—At the request of the Liverpool branch, it was agreed to invite the relevant professional organisations to set up a joint committee with NALGO to consider the present and future functions of public assistance departments.

Mr. W. H. Legh-Smith.—Warm tributes were paid to Mr. W. H. Legh-Smith, city treasurer of Liverpool, who recently retired from the honorary treasurership of the Association, when Mr. C. A. W. Roberts made him a presentation of silverware as a token of appreciation from his former colleagues on the N.E.C. Mr. Legh-Smith, said Mr. Roberts, had done a great work in stabilising the finances of the Association, and had won the confidence and friendship not only of the council, but of many members throughout the country.

Thanking the council for their gift, Mr. Legh-Smith wished the Association continued prosperity.

Resignation of Mr. A. B. Mills.—The council accepted with keen regret the resignation of Mr. A. B. Mills, one of its members representing the North Western District, on grounds of ill-health and official responsibilities, and instructed the North Western district to hold a ballot to fill the vacancy created.

Provident Society Progress

FURTHER progress was reported at a meeting of the Committee of Management of the NALGO Provident Society, held in London on July 23.

During the year ended June 30, 1943, membership of the hospital and nursing home scheme increased from 8,206 to 8,377; of the funeral benefit for children scheme from 210 to 227; and of the sickness insurance and simple endowment for women scheme from 51 to 58. On the other hand, membership of the sickness scheme fell from 20,302 to 20,274 and of the death benefit scheme from 1,653 to 1,647.

Messrs. T. Nolan and L. H. Taylor were appointed chairman and vice-chairman of the committee respectively.

Who Said a Safe Job?

LOCAL government officers have often in the past four years been accused of hiding behind a safe job, where conscription, if not improbable, is at least easily deferred. How untrue this is our own Roll of Honour shows as it grows longer month by month. Willesden branch has adopted a useful means of demonstrating the falsity of the charge locally by circulating to its newspapers a list of over 120 members of the permanent staff now in the Forces and showing, as far as the censor will allow, what they are doing.

The record is an inspiring one. It tells of Willesden officers in action from Dunkirk to Burma ; from Tobruk to Cape Bon ; in bombing raids on Berlin ; in the Bismarck action ; at Taranto ; in the defence of Malta ; on lonely vigil at an A/A post ; mine-sweeping round the coast, and running supplies through the Arctic to Russia.

Were other branches to tell the ratepayers in the same way what their peace-time public servants are doing—and also how those still at home are shouldering the unexampled burdens of the Home Front—the old gibe of the "safe job with a pension" would be nailed for ever.

Worth-while Activity

THOUGH so many of its potential students are busy on grimmer tasks, the NALGO Correspondence Institute still maintains a remarkable activity, and the education secretary asks me to advise all students wishing to take courses for next year's professional examinations to enrol as soon as possible. There is a strong panel of tutors who are maintaining the efficiency of the courses, and an entirely new course has been prepared for the Weights and measures examination of the Board of Trade. The high standard of the instruction given is shown by the fact that at the 1943 examinations of the I.A.R.V.O. an N.C.I. student won first place with honours and Association prize in the intermediate grade.

Up to date, about fifty students in German prison camps have been provided with courses of study and others have been sent books and advised on local government service as a career. As the father of one prisoner, who this year sat for the NALGO intermediate examination in Stalagluft III and has formed a study group with some fellow prisoners, wrote : "The study courses are a means of maintaining high morale, and this is very important. There is nothing the Nazis would like more than to see these men broken and dispirited and an easy prey to their insidious propaganda which is dished out to them day in and day out."

Another prisoner who lost his hand and was for a time very depressed, fearing tha the would have no chance of getting a job after the war, is now studying for the examination of the Municipal and County Engineers, and has acquired a new interest in life and hope for the future.

What a worth-while job NALGO is doing among these "forgotten men"!

Beveridge Conference

A. E. ODELL, the tireless secretary of the **Metropolitan area education committee,** tells me of yet another conference that committee has arranged jointly with the Institute of Public Administration. It is to be held on Saturday and Sunday, September 11 and 12, and is to be devoted to the administration of the public health services, with special reference to the Beveridge Report. Speakers will include Prof. R. M. F. Picken of the Welsh National School of Medicine, Norman Wilson, lecturer in public administration in the University of Liverpool (and a former secretary of the Birkenhead Branch), Dr. J. A. Scott, medical officer of health for Fulham, and Dr. Charles Hill, deputy secretary of the British Medical Association.

Mr. Odell, whose address is 59, Parkside Drive, Edgware, Middlesex, will send details to all interested.

An Old Stager Looks at Conference

By JOHN A. FRASER

Many NALGO members of the older generation will remember the writer of this article as a leading figure and voice at NALGO conferences in the twenties and early thirties, a pungent critic, a "bonny fechter" for many causes, and a frequent contributor to "Local Government Service." Mr. Fraser attended this year's Conference, and we asked him to tell us what he thought of it. Here is his answer.

IT is a commonplace that in these days of canned music the average family are becoming quite incapable of entertaining their friends or themselves vocally or instrumentally. In the same way, owing to the mechanical amplification of sound, public speaking has deteriorated, while oratory is as dead as King Henry.

Some years ago, a man who never held a position in the Association commensurate with his ability, his zeal, and his sincerity of purpose, complained about the standard of what he called "debating" at Conference. Looking back on it all, and with memories of the Caxton Hall "debate" in January, 1920, it must be acknowledged that NALGO has never since its inception been blessed—or cursed—with many debaters. True, many a bad case has had an advocate good enough to put it over before Conference became jittery with the infectious sound of the word "vote," and many a good case has had a bad advocate. It may be that, without the mechanical amplification of sound, Conference would have slowly evolved as the debating centre and clearing house for the consideration and disposal of constructive proposals. But if the 1943 Conference is taken as a criterion, it must be acknowledged that the introduction of the "mike" has been a disaster for the progressive evolution of NALGO.

Most of the speakers at the 1943 Conference might have done much better if they had helped the London salvage drive by dumping their notebooks. The few who did speak extempore were dealing with a species of domestic hardy annual—a subject which, at NALGO Conferences, does not necessitate a great effort and therefore does not call for the oratorical flourishes of the "spontaneity of the moment." One was obviously a trained speaker with the necessary touch of respectful confidence in himself. Another was a man who somewhat arrogantly exploited a national reputation for deadly logic and common sense in a vocal precis of fiddling domestic details.

About 99 per cent of what were intended to be speeches were actually read from notebooks. One delegate read a speech which, with the addition of a few interpolations such as "You don't tell me," "By Jove, Sir," might have secured for him life-membership of the 1922 Committee. This particular "speech" was bristling with inconsistencies about democracy, the ballot vote, and the cream of NALGO, as represented by Conference, retaining the power to control the policy of the Association. Nevertheless, Conference made no serious attempt to debate the subject. In fact, instead of debating a proposition cutting clean across the acknowledged and accepted meaning of the word "delegate," Conference appeared to be relieved when someone shouted that "the question be now putt."

The question was "putt," and Conference, with apparent indifference, proceeded to watch the queue lining up to recite their pieces. Truly, it was a pathetic sight—particularly in an age which has heard so much "talk" about democracy. Nevertheless, some of the essays read to the Conference were at least passable—a few indeed were remarkably good. Others were merely clumsy attempts at cleverness or of the sacrifice of sincerity in a compilation of words drawn up for recitation and impregnated with the smell of the lamp. One was forced to the reflection that if the 1943 Conference was drawn from the cream of the Association, the residue of skim milk must indeed be poor stuff.

The truth is that, with the introduction of the microphone, the standard of speaking has deteriorated as Conference has succeeded Conference. Impressions of the 1943 chapter suggest that the N.E.C. should recommend the adoption of a form of ancient procedure which was said to be efficacious. This would necessitate the erection of a rostrum. In the ceiling of the hall a pulley would be fixed at a point directly above the rostrum. Through the pulley there would be a strong manilla rope. At what was intended to be the business end of the rope there would be a running noose. As each speaker mounted the rostrum, the noose would be placed over his head and comfortably round his or her neck by an Umpire appointed by the President. The other end of the rope would be firmly held by the public hangman or some equally trustworthy public official. Should the need arise, the latter, at a sign from the President, would draw the rope taut until the speaker was suspended clear of the rostrum. This physical suspension would indicate to the Conference that the President was of opinion that the speaker, at the point when suspension began, had not made any critical or constructive contribution to the subject under discussion.

Nor is it a tribute to the Association to note that, apart from the few eloquent utterances demanded by convention, the pronouncements which mark the real business of a NALGO Conference are invariably destructive, and it is not to the intellectual credit of the local government service to observe that they are mainly of the platitudinous soap-box species. True, for a number of years there were a few men who were always "agin the Government." Yet these men were not cheap, loquacious critics, they were advance agents for constructive proposals which, in time, the "Government," fortunately for the Association, assimilated, sponsored, and had approved by Conference.

These criticisms apart, the great value of Conference is the making and renewing of friendships ; the opportunity for comparing notes on man and his institutions ; and the strengthening and re-kindling of spiritual experience with the passing of the years. It was a pleasure and a great privilege to me to have had the opportunity of a passing word and a handshake with delegates, members of the Council, past Presidents, the President-elect, and officials who have grown grey in their years of service to the Association. NALGO has a long row to hoe, but—there can be no doubt that the spirit of camaraderie among the men who have frequently advocated and as frequently opposed propositions submitted to Conference fosters the fellowship necessary for the growth of a great Association.

National Executive Council

THE list of members of the new National Executive Council published last month, while showing the results of the elections, was incomplete, since it omitted the names of two prominent members. They are Mr. R. W. Coppock, general rent and rates superintendent, Nottingham, who sits on the Council as chairman of the NALGO Approved Society Committee of Management, and Mr. S. Lord, formerly borough treasurer of Acton, who sits on the Council as chairman of the Board of Management of Logomia.

NOT even our Oldest Inhabitant, who claims to be ninety-nine, is reputed to be eighty-three, and is probably seventy-five, can remember when Much Cowslip first adopted the last week in August as its annual holiday week. Perhaps the harvest safely gathered in makes it an appropriate festive period, even though the indispensable potato and a variety of fruits still hang unpicked on haulm and twig. Perhaps it was only the deep-rooted instinct to save the best to the last, by reserving the peak of pleasure for the last week of the school holiday. Whatever the cause, it is an old-established custom which fire, flood, catastrophe, and even Hitler, have not shaken.

In normal times the railway companies, touting for our custom (ah, happy days !), adorned the gables of the village with posters advertising cheap excursions for that particular week, and when the week itself arrived there was a brisk wagonette service between the " Lamb & Lion " (" Just one for the road, Ma ") and the Buttercup Magna station, as families departed in high spirits for a seaside stay of anything from a day to a week, according to taste, opportunity, and length of purse. Even those unable to go took pleasure in the exodus and promised faithfully to water the tomatoes, milk the goat, and feed the cat.

Times have changed. This year solemn posters pleaded with us not to travel. Editorials in the " Advertiser " (one of which I happen to know was written on the notepaper of the Rockpool Hydro, Celandine-on-Sea) condemned in robust terms " those selfish individualists who, rating their private pleasure above the nation's need, infest the railways like a plague of locusts, indifferent to appeals, deaf to all entreaties, blind to the havoc they cause by choking the arteries along which should flow the life-blood of a warring nation." Our Local Correspondent, who seldom stirs further than the local, produced harrowing accounts of surging crowds trampling underfoot the old and feeble at the approaches to Buttercup Magna station ; of sobbing women " with infants in arms " turned away disconsolate after queueing all night for the strictly limited supply of tickets ; and of stretcher parties waiting at seaside stations to remove to hospital the inevitable suffocation cases when the over-crowded trains drew in. Our Special Correspondent responded with corresponding accounts of crowds lined up outside cafés at Celandine-on-Sea in the vain hope of getting a stale bath bun, and of weary visitors queueing an hour for a deck chair and then two hours for a patch of sand to stand it on. In brief, every possible effort was made to present the taking of a holiday away from home as not only sabotage but suicide.

Englishmen, as Haw-Haw proved long ago, are propaganda proof. The same stout hearts who in the Dunkirk doldrums never doubted we would pull through maintained the same stubborn faith in their own ability to get to Celandine-on-Sea. Early in August it became obvious that unless a new and more successful approach to the problem could be made at short notice, the usual mass migration was impending. Which brought a Ministry of War Transport official, riding a cycle as an example to others, all the way from Whitehall to the Clerk's inner room, to enlist his (meaning our) aid in a last-minute effort to stage a " Holidays-at-Home " week as a counter-attraction. At first the Clerk refused. War savings, war salvage, food control, fuel control, civil defence, and a multitude of other duties imposed by Whitehall had so burdened his staff, he protested, that he was perilously near having to do some of the normal work himself. Already he had put a quart into a pint pot, but this would be the last drop to break the camel's back.

Association of ideas affected them simultaneously, and when they emerged from the " Lamb & Lion " an hour later the Whitehall wallah had presented his bicycle clips to the Clerk, who was wearing them as armbands and assuring " Percy, old man " that everything possible would be done. Percy, who was obviously trying to remember where he had put his bicycle clips, thanked him warmly, looked up and down our only street, shuddered slightly, said " Heck, what a dump ! " and cycled rapidly away in the wrong direction. The Clerk called for two aspirins and a pot of black coffee, and ordered a conference in half-an-hour's time to devise ways and means of combating the call of the sea so far as our prospective holidaymakers were concerned.

At first, we contemplated nothing more than attracting the usual amusement caterers to our area for that particular week, supplemented by such local entertainment and festivities as amateur talent could provide. Then we began to consider the possibility of financial gain. For some weeks the Clerk had been concerned about the prospective deficit on the rate account. The inexplicable disappearance of the Council's entire stock of petrol (which we wrote off as " evaporated when lid was left off "), the not so inexplicable dwindling of our A.R.P. emergency stocks of blankets and chocolates (recorded as " doubtless consumed by moths and mice respectively "), and the regrettable loss of the Council's only steam-roller, explained (truthfully this time) as " erroneously included in scrap metal salvage due to extreme age and dilapidation of vehicle," had together involved us in heavy replacement costs which could not have been foreseen. Bearing in mind that the Clerk's unfortunate habit of writing threes like fives had caused us in the first place to fix a precept two shillings in the pound lower than we intended, the need for extra revenue becomes obvious. So we decided to organise our programme with that in mind.

The Council, under the impression that Lord Leathers himself had cycled down to see the Clerk, and favourably influenced by the suggestion that money was better spent in Much Cowslip than at Celandine-on-Sea, virtually gave the Clerk a free hand. We set to work.

First, we had to swing public opinion away from its fixation on the seaside holiday to an equally stubborn insistence on staying at home. Arguing logically from the results of the " Sta at Home " appeals, we reversed the existin propaganda completely. Bigger and brighte posters warned the area that on August 2 would begin the greatest programme of attrac tions ever assembled in one place at one tim since Solomon had five hundred wives crowds, huge crowds, were expected ; queue and stampedes worse than anything yet see were inevitable ; no extra food would b provided and meals would be unobtainable every incoming train was certain to be packe to capacity with visitors. Local residents wer therefore enjoined, in letters a foot high, to "G away that week—make room for the visitors."

By special arrangement with the editor, leading article in the Advertiser called on ever patriotic reader to go as far as possible fro Much Cowslip that week, and so minimise th problem of feeding and controlling the crowds War workers, jaded by their herculean labours would " pour into Much Cowslip in thei thousands, seeking relaxation." The specia programme provided was primarily intende for them, and local residents must " make d with a week at the seaside."

The results were everything we had hoped An indignant deputation waited on the Cler to protest against being " turned from hous and home for a lot of furriners." The Cler fanned the flames by inferring that if necessar he would take steps to make them go away asserting with a show of temper that he wasn going to be humbugged by people who ha fully intended to go away and were only chang ing their minds to be awkward. The deputa tion went away vowing opposition, and slogan appeared on the Council Office walls such a " Much Cowslip for the Much Cowslipians " and " Not a man to Celandine." Even ou old friend " All out on May Day " put in a appearance, and when a hostile crowd stone our sanitary inspector we considered our objec achieved. Though why the public so persist ently singles out sanitary inspectors, who ar such harmless necessary men, for vulgar gibe and attacks is always a puzzle to me.

Personally, I was rather concerned lest having roused such high expectations, we faile to get within measurable distance of satisfyin them, but the inventive genius of the staff wa beyond praise. We scorned the usual routin —the military bands playing in the open-a to a meagre audience chilled to the marrow b a steady drizzle, the philharmonic orchestra in congregational halls, the files of girls walkin self-consciously across platforms hoping to b Cotton Queens or Harvest Queens, and fairl sure that Alderman Smith's daughter o Councillor Jones' daughter is already certainty. We concentrated on fun for fun' sake—some of it broad enough to verge o vulgarity perhaps, but all of the type tha raises an outright laugh rather than a snigge or a smirk. For instance, Miss Legge, to he undying fame, took the central role in a side show where a well-aimed shot (three balls fo sixpence) caused her to be ejected in he scantiest scanties from a hammock slung ove

(Continued at foot of next page)

Wake up, Women! Put Yourselves on the NALGO Map!

By ANGELA GAYWOOD, Women's Organiser

N announcing my appointment as women's organiser in June, LOCAL GOVERNMENT RVICE said that it would be my job to t the women of NALGO on the map. ie Association has apparently long felt e need for a women's organier, to con- ntrate solely on the organisation of women, watch current affairs and their reper- ssions on women, and to develop within e Association a body of women with definite ews and proposals which they will voice with sistence and determination until they get iat they want.

What do you want in your work as local vernment officers? The answer given every- ere I have been is equality. In that one rd we women sum up our desires.

We want equality with men as citizens. e want equal pay for equal work, equality opportunity, an equal cost-of-living bonus, d an equal share of responsibility.

NALGO's declared policy is equality, d it is up to you women to see that you get It is no good sitting back and leaving a ndful of enlightened men to fight for you, ainst those men—and women, too—who ll feel the sex prejudice which is the heritage centuries of women's legal inferiority and onomic slavery.

It is only in the last 70-80 years that women ve won such independence as they possess -day—the right over their own earned come, the right over their own persons, the ght to vote for their law-makers, and, as ently as 1925, the right over their own ildren.

But we still have a long way to go to secure ll recognition as citizens, on an equal footing th men. We have not yet reached the point which the average woman is taken for anted as is the average man, in legal, political, blic, or ordinary life. We shall not reach at until women awaken to the fact that they ust take their civic and social responsibilities seriously as do men, that they must pull eir weight as citizens and not be content to et the men see to it."

The men have "seen to it" for centuries, in every sphere of political, social, and economic life—the results have sometimes been disastrous for women. Although there are 16,000,000 women voters in the country, compared with 14,000,000 men, there are only 14 women among the 615 members of the House of Commons. What has happened during the war alone? Two glaring examples of sex discrimination and injustice—unequal compensation for civilian war injuries, and the refusal to married women of the right to possess their own post-war credits.

It took three years of solid fighting by all the women M.P.s, backed by every women's organisation in the country, to secure equal compensation for injury. The fight for women to be paid their own post-war credits and savings is still going on.

We do not want a separate women's organisation within NALGO. That would only encourage the "sex war" we are so anxious to avoid. We are looking to the day when men and women will work side by side as equals, in the Association, in local authorities, and in public life, pooling ideas and enterprise for the common good.

But we shall not see that day until women themselves wake up and make it possible, until they have served their apprenticeship and proved themselves worthy.

In NALGO, you have every facility to gain equality. You have your branch executives, your district committees, the National Executive Council, and the staff sides of the National and Provincial Whitley councils. In all these bodies women can make themselves heard and felt, can keep pressing their demands for equality in salaries and service conditions. In its education scheme, NALGO offers you facilities to secure equality as local government officers. Why not a woman town clerk, treasurer, surveyor, director of education? What is the difference between a man's brain and a woman's? I found no difference when viewing them in a pickling pot or on a post-mortem table. Why cannot they be used to the same advantage? They can—if women make it possible.

I want to see the women members of NALGO prominently "on the map." I want to see every woman local government officer, permanent or "temporary," a member of the Association. I want to see more women on branch executives, district committees, and the N.E.C. Today we have two women only on the N.E.C.—two among 63—and they are there only because the seats are specially reserved for them. I want to see 50 per cent of the seats on the N.E.C. held by women—women nominated and elected in the same way as men because they have proved their right to be there. I want to see more women on branch executives and holding branch offices, more women on district committees, more women on the staff sides of the provincial councils.

All this may sound very ambitious to some members. Yet it is only the logical consequence of your own policy of equality, endorsed by Conference after Conference. We women want to translate that policy from theory to practice.

Let us admit that we start with two big disadvantages—sex prejudice on the part of many men, and apathy and indifference on the part of many women. The latter *must* be removed—and you must help me to remove it. At the moment I am alone, with the whole country as my "playground." I need the fullest co-operation, the most energetic support, from all women members—and from men, too. We must get down to this together. I have certainly not been discouraged so far in my preliminary canters round the country; the women I have met have been keen, enthusiastic, and anxious to pull their full weight in NALGO affairs.

The editor has promised us space in LOCAL GOVERNMENT SERVICE provided we can fill it with material which will interest the majority of members. I do not intend to fill it myself. You women must do that. We want your opinions, proposals, grouses, grumbles and, most of all, your constructive ideas. Some weeks ago, when a woman's page in LOCAL GOVERNMENT SERVICE was being discussed, a prominent member of the Association said: "Yes, we must interest women readers. But they will never be interested in articles about local government, about careers and prospects, about salaries and service conditions, about trade unionism and Whitleyism. We must give them something that will interest them, something light and feminine—the latest knitting patterns, for example!"

Let us show him how wrong he is. Let us prove that we are as interested in NALGO, in local government, in social service, as is any man, that we have brains and can use them, that we have a real contribution to make to the Association and to the service, not as women, but as members and citizens.

I am appealing to you now, at the outset of my career in NALGO, to join in making your voices heard, your personalities felt, and your determination to get what you want shown in every action. You have the means in your hands. Use them. Form your women's sub-committees, recruit your women colleagues, swell your ranks—then you will be well and truly on the NALGO map.

Birmingham's Lead

One branch at least has made a good start on the lines advocated by Miss Gaywood. **Birmingham,** the other day, held a special meeting for its women members, at which J. E. N. Davis, the divisional secretary, talked about "Women in Local Government." Are women in other branches making a move to discuss their problems and prospects?

OLIDAYS AT HOME—By "JACKASS"

(Continued from preceding page)

rmer Gollop's duckpond. Many of the ore spirited married men in the village spent week's wages and developed synovitis of e elbow by their assiduous patronage.

Blatherpatch, in the not too ill-cast character a political agitator, held public-meetings dmission one shilling) at which he abused audience bitterly for "accepting bread and cuses from the boss class" and mocked m for supporting "the imperialist war of capitalist Churchill." Stoically enduring hail of missiles and battling his way out of infuriated crowd at the close of each sion, he would sit with the arnica bottle one hand and count the box-office receipts h the other, gloating over the steady increase attendances.

All the more usual attractions, from hoop-la swings, were available, and nothing through- the week gave so much genuine pleasure as unrehearsed performance by Councillor mble when he left a swingboat at the peak its arc, described a more or less graceful abola through the air, and fortunately hted on the softest part of the circus fat y. We offered him his own terms for a eat performance, but neither he nor the lady would be tempted.

Operated in conjunction with the circus, tlethwaite's "Stupendous Collection of Animal Novelties Never Before on View" achieved mention in the national Press which brought Mr. Julian Huxley down hot-foot. We had to tell him under a strict pledge of secrecy that the effects were achieved by high-powered lenses in the peepholes through which patrons viewed the exhibits, and that the Scarlet Winged Giant Turtle was in fact a ladybird in a matchbox, while the Orange Python from Brazil was a wireworm from Postlethwaite's back garden.

The receipts were such that the complete re-planning of Much Cowslip after the war can be carried out without a qualm. The public pleasure was so intense that a spontaneous public demand compelled the Council to recognise our work by an increase of two shillings a week on the understanding that we would forgo any future bonus awards. Unfortunately, there can never be such another week. No less than forty-four special trains had to be operated from Celandine-on-Sea to Much Cowslip, and frantic appeals from the overburdened railways brought Percy, cycling even faster than before, to ask us to call the whole thing off. Fortunately he didn't arrive until late on Saturday afternoon, so his visit made little difference. Except that on the way he stopped to watch Miss Legge's performance, and as a result invited her to learn swimming with him when he takes his holidays next week—at Celandine-on-Sea.

A NEW DEAL FOR THE MIDWIFE

THE nurse having obtained her "new deal" from the Rushcliffe Committee, it is now the turn of the midwife—and the recently published report of the Midwives Salaries Committee,* of which Lord Rushcliffe was chairman and upon which NALGO was represented by Mr. C. A. W. Roberts, its president, goes a long way to give her the salary and conditions for which, in the past, she has often fought in vain.

In the past, her work, though often more arduous and performed in more difficult conditions than that of the nurse, has carried a lower remuneration and has offered less attractive prospects of advancement. The result is seen in the great shortage of midwives today, and the appalling rate of wastage from the profession—mainly due to midwives transferring to better paid branches of nursing.

The committee has sought to remove this "inferiority" of the midwife and to make the profession no less attractive than nursing. Though some may doubt whether it has completely succeeded, all midwives will welcome it as providing at least a stepping stone towards the ideals at which they aim, and a substantial improvement on present conditions.

The recommendations are to take effect as from April 1, 1943, thus bringing them into line with the recommendations of the Rushcliffe Committee. Midwives will receive their increases in two increments, half as from April 1 this year, and half on April 1, 1944. The Ministry of Health will meet 50 per cent of the cost. The new salary scales are summarised below (but midwives should read the report in full).

The report leaves a few anomalies which will need to be rectified. For example, a midwife with the double qualification of S.R.N. and S.C.M.—the training for which takes six years—is to be paid only £20 p.a. more than the midwife who is not general trained. This may encourage women to take only the shorter 2-year course for midwifery, and to ignore the invaluable background of a general training.

The village nurse midwife appears also to have received inadequate consideration. A village domiciliary midwife attached to a hospital or maternity home, who will probably have trained in district nursing, is to get a salary of £110+10—£170 with £90 emoluments, which compares unfavourably with the salary of £120+10—£190, plus emoluments of £100, given to the district midwife attached to a hospital or home with only the qualification of S.C.M. Similarly, the salary of the non-resident village district midwife, £210+10—£270 compares unfavourably with that of £250 + 10 — £350 given to the non-resident district midwife with only S.C.M.

The comparison is still more unfavourable with the non-residential district midwife with C.M.B. only, working in London, who is to receive £25 more than the scale of £250—£350 if she works in the administrative county and £15 more if she works in any other part of the Metropolitan Police area.

The recommendations on service conditions include 28 days holiday a year, the 96-hour fortnight, a whole day off a week, restricted night duty, provision of full uniform (a new standard outdoor uniform for all midwives), and the provision of professional equipment and stationery, medical supplies, and transport or travelling expenses for residential midwives.

Sick pay is identical with that recommended for nurses, and there are similar recommendations for transfers, promotions, breaks in service, acting rank, and the discontinuing of the payment of fees by pupil midwives.

The recommended salary scales are as follows:

I. Institutional Midwives

Matron of training school, according to number of beds: £230 + 15 — £305 (plus £120 emoluments) to a range of £300 — £500 (plus £150 emoluments).

Assistant matron of training or non-training institution of over 50 beds: £230 + £10 — £290 (emoluments £120); under 50 beds: range from £160 — £180 + 10 — £230 — £250 (emoluments £120).

Midwifery teacher: £230 + 10 — £260 (emoluments £120).

Midwifery sister with S.R.N.; or S.C.M. only in offi before 1/4/38: £150 + 10 — £200 plus £20 after 10 year service in grade (emoluments £100).

Midwifery sister with S.C.M. only, appointed aft 1/4/38: £130 + 10 — £180, plus £20 after 10 year service in grade (emoluments £100).

Staff midwife with S.R.N.: £120 + 5 — £160; wi S.C.M. only: £100 + 5 — £150 (emoluments of both, £90

Pupil midwife with S.R.N.: £65; without S.R.N. £40 first year, £45 second year, and £60 during secon period of training (emoluments of both, £75).

II. Domiciliary Midwives provided with fu emoluments by authorities.

Superintendents in charge of district midwives' hom according to midwives and pupil midwives employe and whether or not holding Teacher's Certificate of Mi wifery: £140 + 10 — £210 (emoluments £100) up t £250 + 20 — £330 (emoluments £120).

District midwife with S.R.N.: £140 + 10 — £200 with S.C.M. only: £120 + 10 — £190 (emoluments both, £100).

Village nurse midwife: £110 + 10 — £170 (emolumen £90).

Pupil midwife: as for pupil midwife in Table I.

IIIa. Domiciliary midwives practising from the own premises.

District midwife with S.R.N.: £270 + 10 — £360 with S.C.M. only: £250 + 10 — £350.†

Village nurse midwife: £210 + 10 — £270.†

IIIb. Domiciliary midwives practising from pr mises provided by authorities.

District midwife with S.R.N.: £270 + 10 — £360 with S.C.M. only: £250 + 10 — £350.

Village nurse midwife: £210 + 10 — £270, in each cas less the following charges, including rates: £26 p.a. for u furnished accommodation; £52 p.a. for furnished accomm dation; and £78 p.a. for board, lodging, laundry a attendance.

IV. Non-medical supervisor of midwives: Rang £360 — £550 (plus £25 for administrative county London and £15 for rest of Metropolitan Police distric unless provided with full emoluments; £130 if provide with full emoluments, in hospital or hostel.

† *Plus £25 for administrative county of London and £ for rest of Metropolitan Police area.*

* *Report of the Midwives Salaries Committee, H.M. Stationery Office, York House, Kingsway, London, W.C.2, 6d.*

HOW NALGO PROTECTS ITS MEMBERS

A STRIKING example of NALGO's work in obtaining justice for its members is provided by a recent case before the Industrial Court.

A member employed in the gas department of a North Western borough council, aged 50, and with 21 years of service, has, since 1938, acted as assistant engineer and manager of the gas undertaking. He has, however, never been officially designated and the corporation had refused to transfer him from section B of the clerical division scale. His salary was £260, plus 10 per cent bonus.

Contending that the appropriate grade for this position was administrative grade B, NALGO took his case to the appeals committee of the North Western provincial council. The committee allowed the appeal, but the corporation, though a constituent member of the provincial council, refused to accept the decision.

Thereupon NALGO took the case to the Industrial Court, which confirmed the decision of the appeals committee, giving an award that this officer should be transferred to administr tive grade B (£270+£15—£315), with effe from July 1, 1942—the date upon which th appeals committee had agreed that the ne grading should take effect.

It's just a part of the NALGO service—though it is a saddening reflection that a loc authority which is a member of a provinci Whitley Council should ignore the appea committee set up by that body and waste th time of its officers and the money of the rat payers in requiring a dispute to be taken to second tribunal.

Salary "Axe" Parried

NALGO has successfully combated th practice, adopted by some local author ties in the past, of reducing salaries by te minating the appointment of an officer whi offering re-engagement at a lower salary.

Recently, a woman member employed by borough council received formal notice fro the town clerk that the council had decided readjust the salaries of women staff and th her basic salary was to be reduced from £4 week to £3, plus a war bonus of 10s. She w told that her appointment would be te minated, but that the council offered h reappointment on the new terms, whic involved a net loss of 10s. a week.

The branch concerned informed th divisional officer, who referred the problem the NALGO legal department. He w advised that the council's action might held to constitute a "lock-out" as defined Article 7 of the Conditions of Employme and National Arbitration Order, and which prohibited by Article 4 of the Order.

The divisional officer thereupon informe the borough council that, unless it reversed i decision and continued the worker's emplo ment at her previous salary of £4 a week, would have to report it to the Ministry Labour as having contravened the Orde The Council immediately withdrew its lett and reinstated the member at her form salary.

This case provides another illustration of th wider issues of the Bolton Case, which th Association took to the House of Lords secure for all local government officers th benefits of the National Arbitration Order.

GENERAL SECRETARY IN SOUTH WALES

THE South Wales and Monmouthshire district committee was the first to be addressed, on July 3, by NALGO's new general secretary, Mr. John Simonds. Before the meeting, the Mayor of Swansea, Councillor T. W. Hughes, welcomed Mr. Simonds at an official luncheon.

Addressing the meeting of the district committee which followed, Mr. Simonds referred to the great work of the Association during the past year, including its victory in the Bolton case which had been of benefit to thousands of members at home and in the Forces. But while great work had been done, still greater work lay ahead for the Association arising out of the national plans for education, electricity, social security, and the reorganization of local government. Many members might be affected by these changes and it was imperative that all branches should be alive and ready for action and that members should have confidence that branches were ready to meet all possible developments. In work of this importance the Association should not have to count the shillings and pence before taking bold decisions, such as that to carry the Bolton case to the House of Lords.

He had secured valuable experience of compensation on loss of office in 1925 by the Rating & Valuation Act, and again in 1929 by the Local Government Act and subsequent enactments affecting various classes of officers, and hoped that this experience would be available for the use of members in the next few years.

Mr. Rhys Williams, N.E.C., offered the best wishes of the district committee to Mr. Simonds and, after questions, the delegates were later entertained to tea by the Mayor.

On the previous evening Mr. Simonds had attended a meeting called by the Swansea branch and attended by members from nearly 20 neighbouring branches, and had answered many questions on matters of current interest.

The deputy mayor of Swansea, Councillor W. J. P. Webber, who is also chairman of the National Whitley council, paid tribute to NALGO's efforts to assist its members and its plans to raise the status and qualifications of local government officers and to abolish nepotism.

Conference and the Affiliation Issue

THE full report of Conference in the July journal made bad reading. The standard of debate does indeed seem to have been low, enlivened only around the issue of T.U.C. affiliation, while, apart from that, Conference tackled scarcely any topic of importance. Its decisions were equally deplorable: on affiliation, delay and "reference back" (whatever that could mean in the circumstances); on Whitleyism, hushed silence whilst "delicate negotiations" were explained and large promises made—but no results; on the war and the issues involved, no reference except as an (unwarranted) excuse for delay!

Many members will no doubt, like myself, wonder how Mr. Riley, on behalf of the Executive, could prepare so cleverly his misleading statement within a short time of the official announcement of the result of the ballot! The official answer, I believe, is that the N.E.C. discussed both ballot possibilities. If it had gone other than it did, the Council would have given the "democratic" voice of the members its blessing and all would have been well; in the alternative, a cunningly contrived land-mine was prepared to hinder the advance of the progressive forces and Mr. Riley was deputed to blow it! These tactics remind one of Much Cowslip's ever-resourceful Clerk.

Time has been lost; but something can still be retrieved if the reference back is used to instruct the Executive immediately to open negotiations with the T.U.C. and to take all necessary steps so that there need be no delay in implementing a decision to affiliate next year—a decision that I am certain will be taken.

In the meantime, I appeal to all opponents of affiliation to realise that the clock of history cannot be turned back and that the interests of NALGO demand that we now unite in the new direction, and to all supporters to intensify their efforts and to make sure of victory next year, whatever further arguments or excuses for delay may be put forward.

It is ironic and almost humiliating that the civil service unions who have, after all, influence and prestige not less than NALGO's and whose members hold equally responsible positions in the administration of the country, should be seeking affiliation to the T.U.C. in spite of legislative barriers that will certainly, sooner or later, be removed; whilst NALGO, with no such barriers and the backing of a ballot vote, still hesitates and delays.

It would, however, be fatal to NALGO's best interests if all attention and energy were concentrated solely around the T.U.C. issue; there are problems nearer home that sadly need attention.

I do not know how far the "delicate negotiations" around the reconstituted Whitley Council have gone; but I do know that the long-promised and much-heralded agreement has not yet been reached; and, without a full knowledge of the details, I venture to suggest that possibly a firmer attitude by our representatives and less of this "cap in hand" approach to the local authority associations might produce better results.

In any event, it is surely time that NALGO put forward boldly its claim to a comprehensive *national* scale of salaries and service conditions that would be *compulsory* upon local authorities. If the new Whitley Council (if and when it arrives) can achieve this result, well and good. What is important, however, is to state and re-state this claim and arouse a real campaign around it that shall be felt by all the bodies interested—firstly, our own members; secondly, the local authorities' representatives; thirdly, the Government. This is the best service that we at home can render to ourselves and to our colleagues in the services.

But this issue was not discussed by Conference. The only resolution on the agenda raising it was apparently not moved.

Lastly, I make the confident prediction that when Conference meets next year it will be in a much different atmosphere. Hitlerism will be defeated; the war in the Pacific will be more remote; domestic problems will be more urgent and pressing; the strength and virility of NALGO will be needed in fullest measure to secure for its members a share in the "Brave New World" we have been promised, but which will certainly not come unless we ourselves do something about it—align ourselves with the ranks of progress and do away with the spirit of delay, tergiversation, and reaction that seems to have marked the Conference of 1943!

Abertillery. MERLYN MORGAN.

READERS' FORUM

Letters for the October journal must reach the editor by Friday, September 17. Although the use of pen names is allowed, every letter must bear the name and address of the writer as a guarantee of good faith.

The Forces' Vote

MAY we, as Service members of NALGO, with little opportunity today of expressing our opinions, and probably less in the future, encroach on your space? The most striking feature of the affiliation ballot was the fact that the Forces' vote was in favour by just over 2 to 1. It should be noted that this includes no temporary officers—though why we should abuse such fellow-members we do not know, except that it seems to be fashionable. On the other hand, the civilians, temporary and permanent, favoured the proposal by the smaller ratio of 1½ to 1. Is there any doubt where the Forces stand on this issue?

The number of Forces' members who voted was 8,571, a number sufficiently large to give a reliable indication of the views of the 32,598 in this class: a reliable statistical sample, in fact. Did the opponents of affiliation have this in mind? We are sure they had, for by having the matter referred back to branches and districts, they have automatically excluded the section most strongly in favour of affiliation—the Forces.

While we do not object to delaying tactics on the part of opponents of affiliation, it would have been better had they not professed (as Mr. Ashman did) such a concern for Forces' opinion and at the same time completely disfranchised that opinion and left the decision in the hands of branches and district committees, where the support for affiliation was less marked.

Mr. Riley should not claim it as a virtue on the part of the N.E.C. to have refrained from propaganda on the issue. Open discussion is most desirable. The silence was, no doubt, tactical. To talk of "rushing into a decision," when the question has been discussed for years, is absurd.

Mr. Riley must realise, although he ignores the point, that temporary officers on whom he places, by implication, some blame or credit for the result of the ballot, are entirely under the civilian blanket. If any conclusion can be drawn from the fact that the civilian members are less in favour of affiliation than are those in the Forces, it is that temporary officers who "had neither the traditions, etc." (Mr. Riley,) are responsible for the less favourable support for affiliation from the civilian electorate.

Who said NALGO had anything to be ashamed of, Mr. Riley? Setting up dummies to knock them down again is a bankrupt method of argument. NALGO's achievements have been considerable. To oppose these achievements to T.U.C. affiliation is special pleading. So also is the reference to the Whitley negotiations. Affiliation is not adverse to Whitley development. NALGO members will note that the civil service unions, whose Whitley organisation is much more developed than ours, are determined to affiliate to the T.U.C. after sixteen years of compulsory divorce.

Mr. Riley considers that it would be a great sacrifice if we lost individual representation on deputations and committees. This depends on our competence to deal with specific subjects and on the ability of our N.E.C. We should add to our strength the overwhelming support of the trade union movement—and that will be very important when the boys, NALGO and otherwise, come home!

We are told that it is a great advantage to have chief officers in membership, and that T.U.C. affiliation will deny us this boon. Surely our chiefs will accept a democratic decision without deserting us?

The haste with which NALGO is committed to enter an inter-union war in the nursing profession is in startling contrast to the tardiness evinced on affiliation. Affiliation adds to our friends, but unregulated recruiting of nurses adds to our enemies.

JOHN S. COVENTRY, Pte. (Glasgow);
W. GRIBBIN, L/A/C. (Kent C.C.);
B. McGUCKIN, Pte. (Stirlingshire);
G. McHUTCHISON, Pte. (Coatbridge).

SMALL BRANCHES AND N.E.C.
Is Representation Inadequate?

THE question put to the "Brains Trust" in the June number of LOCAL GOVERNMENT SERVICE, suggesting that small branches are to-day inadequately represented on the N.E.C., far from being "meaningless," as Mr. Allen suggested, touches the biggest problem confronting every democratic voluntary association, namely: "How can the most representative executive be secured, and how can members ensure that the executive will stimulate activity towards the attainment of the association's aims and objects?"

Three questions, in fact, were put to the "Brains Trust":

(*a*) Does NALGO look after the interests of small branches as well as it does those of large branches?

(*b*) Although only 5 per cent of all NALGO branches have more than 500 members, these branches were represented by 47 out of 56 members last year. (This year they are represented by 31 out of 53 members, excluding the two women representatives, who are elected by the membership as a whole.)

(*c*) If it is not, how can small branches be more adequately represented?

The answer of the "Brains Trust" to (*a*) is Yes. I agree. Individuals join NALGO, not a branch, and the association looks after the interests of its members as such, irrespective of their position or by whom they are employed. If this were not true, there would quickly be a clash of interest within the Association, the results of which would be detrimental to all.

In answer to (*b*), Mr. Allen suggests that "The cream will always come to the top," and Mr. Norton declares that "the best men gravitate to the big authorities, because of the higher salaries obtainable." Now, gentlemen, please! It is probably true that the young man tends to seek the highest salary—although such factors as "loyalty to a local authority," family considerations, and local connections and circumstances play their part in discounting this tendency and lead many good officers to be satisfied with jobs under small authorities. Admitting the general tendency to gravitate to the bigger authority, I challenge the implication that the "brains" NALGO most needs

are to be found where salaries are highest. A man's soundness as a trade unionist has nothing to do with the nature of his employing authority or the size of his income. My answer to (*b*) therefore would be that the present representation is unfair.

If local government officers had effective contact with their employers through the machinery of Whitleyism, as have all other public employees, and if they were assured that the decisions of Whitley Councils would be applied by all local authorities, then the question would be "meaningless." To-day, however, when service conditions and the application by local authorities of recognised salary scales differ so widely, I believe that both the N.E.C. and the Association would benefit were the voices of the men and women in the smaller branches to be more widely heard. How is that to be achieved?

Experience has shown that the simple method, of voting on to the N.E.C. representatives of smaller authorities, will not work, since headway is impossible without the support of "big brother" branches. The "Brains Trust" opposes election on the basis of classes of authority—I am not sure why. Would it be equally opposed to the allocation of seats on a basis of branch membership, irrespective of class of authority?

It will be argued that we shall attain our ends by pressing for a stronger "NALGO machine," and by working through that and through Whitleyism, for national conditions, fair and reasonable to all. But might we not do that sooner with a more representative N.E.C.?

I. GOODYEAR,
Colne Valley branch. hon. secretary.

Representation by Membership?

IS the National Executive Council, as now constituted, really representative of members? I do not think it is.

The Association is well served on its Council by men of ability and character. A tremendous amount of good work is done by them on our behalf, as Conference demonstrated.

This is not to say that the Council is as representative or as democratic as it might be. Many members, particularly in the smaller branches, feel that the methods hitherto adopted to decide who shall be their representatives are unsatisfactory.

Excluding those members of the present N.E.C. who are elected by the membership as a whole—namely the president, treasurer, honorary solicitors, and two women members—and the two ancillary representatives, the branch representation to-day is as follows:

Branch membership	N.E.C. members
Under 100	4
100-500	18
Over 500	31

One seat is vacant. An analysis of the list in the Annual Report shows that 121,000 members of the Association belong to branches in the following categories, and I conclude that the representatives on the National Executive Council should be elected from the branches as shown in the last column:

Branch membership	No. of branches	No. of members	Prop'n. of seats on N.E.C.
Under 100	412	18,200	8
100 to 500	238	55,800	25
Over 500	47	47,000	21

A new system of election of members of the N.E.C. seems to be called for—giving the branches with membership of from 100 to 500 (into which category my own branch falls) 25 seats on the Council instead of only eighteen as at present.

E. G. BUTTFIELD,
Chairman, Bedford branch, and Editor "Bedford Municipal Officer."

THE PUBLIC SCHOOLS
State Control Best?

THE education committee of the N.E.C. is to be congratulated on the memorandum it has submitted to the Committee on Public Schools. It is refreshing to find this subject approached with so much understanding instead of with the common attitude of blind prejudice.

There are certainly defects in the present educational system, but to assume that most, if not all, are to be found in the public schools is nonsense, as is the assumption that equality gained by levelling down is synonymous with that secured by levelling up. Eradicate the defects in the system, including those attaching to public schools, and it will be found that thousands of youngsters will obtain immense benefits from an education based on the public school system, now denied them by the limited secondary education at present available.

I would suggest, however, that it would be better were the central government, rather than the local education authorities, to control the public schools, with grants during the transitional period coming direct from the Exchequer and the provision of further similar schools being the responsibility of the Government.

The advantage of this policy would be that the schools would not vary in size with the resources of different districts; the parochial outlook would be more easily avoided; all children attending such schools would be sufficiently far from home to enable them to become self-reliant; and schools wishing to develop their own types of education would have a greater opportunity of so doing. Vacancies would be filled by scholarship examinations open to the whole country, ensuring greater keenness among the schools from which the children were drawn.

Purley. J. O. EVANS.

PENSIONER'S PLIGHT
30 Years' Service—£89 p.a.

WHILE the decision of the Chancellor of the Exchequer to reject NALGO's appeal for a wartime increase in pensions will be deeply regretted by all present and prospective pensioners, it is good to know that the Association, in common with the T.U.C. and the teachers, is not prepared to accept it as the last word.

I know of one member with 30 years' continuous service from poor law to municipal service who has just retired on a *total* pension of £89 per annum. So long as this sort of thing continues, talk of the Atlantic Charter and the Beveridge Report amounts to no more than political lip-service and the so-called freedom from want remains sheer hypocrisy. NALGO—show them what justice is!

PILGRIM.

SERVICE FOR PEACE
Can we Change without Revolution?

IN his article under the heading "A Citizen's Service for Peace," Mr. Leonard Brown resembles a beginner on the edge of a swimming pool, hesitating, afraid to make the plunge, and finally, giving up the attempt.

For example, he says that we need "a vigorous approach to the evil of poverty," but does not tell us what this means. He says, "great changes must come . . . but there need be no revolution." Also, "the interests of Capital and Labour can be reconciled," and, "from such a reconciliation can emerge a new society—a classless society . . ."

If Mr. Brown knows, then he should be able to tell us *how* the interests of Capital and Labour can be reconciled, *how* a classless society will emerge from such reconciliation, and further, *how* the world can witness great changes and yet avoid a revolution.

Assuming that the interests of Capital and Labour *can* be reconciled, why should Mr. Brown desire to see a classless society? I should have thought he would be satisfied with the present, class-divided society.

Does it need about 1,800 words to express the trite confession contained in the following 21 words: "I want to see a great change in society, but I don't know how it will occur"? "You refer to "this challenging article." What, or whom does it challenge?—*do*, please, tell us, Mr. Editor.

Luton. S. HARRIS.

Mr. Brown's article challenged thought among local government officers on the best means of organising and adapting the great volume of voluntary work and devoted self-sacrifice which has built up the many war-time organisations to the no less difficult tasks of peace. We still hope that some readers may respond with constructive ideas, and not merely with destructive criticism.

NALGO HOUSE, MATLOCK
A Member's Tribute

ONCE again it is my pleasure and privilege to thank the committee and general secretary, who made my recent stay at NALGO House, Matlock, possible.

As on my first visit, I found the same quiet and comfort and attention. No trouble, no irksome restrictions—what more could a poor jaded body and frayed nerves require?

In the new matron the visitor will find kindness, consideration, and a single desire to send each visitor away 100 per cent better than when he came.

There never was, and I trust will never again be, a time like the present when, owing to the strenuous nature of their work, municipal officers are so liable to break down. All members should remember that, should this befall them, there is a complete cure to be found at Matlock, where my wife and I have derived so much benefit and kindness from matron and staff.

Hythe. A. W. WATSON,
(Folkestone branch).

"THE GIANT SQUALOR"
Pawnbrokers' Protest

WE have been consulted by our clients, The National Pawnbrokers' Association (Incorporated). A few weeks back the President and the Secretary of the Association had an interview with you when they protested against an article which appeared in the May issue of your paper, LOCAL GOVERNMENT SERVICE. You then informed our clients that the article was a review of a recently published book "Our Towns—A Close-up." As the book was temporarily out of print, you arranged to forward to the Secretary a copy. The book itself has been carefully read by the Executive Officers of the Association, and they have come to the conclusion that little or no exception can be taken to the somewhat disjointed references made therein to the pawnbroking trade.

The review, however, as published is considered by our clients to be defamatory and a very serious misrepresentation of the part played by the pawnbroking trade in the life of the country. We have advised our clients that the article in question appearing in LOCAL GOVERNMENT SERVICE constitutes a libel on the pawnbroking trade, but if you are prepared to publish this letter in your next issue, together with an unqualified apology our clients, for their part, are prepared to accept it.

12, New Court, ATTENBOROUGHS.
Lincoln's Inn, W.C.2. Solicitors.

Since it is the policy of LOCAL GOVERNMENT SERVICE *always to endeavour to be scrupulously fair to all interests, we readily publish the above letter and offer our apologies to the National Pawnbrokers' Association for any statement in the review referred to which they consider misrepresented the part played by the pawnbroking trade in the life of the country.*

C.W.S

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C.W.S

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NALGO ROLL OF HONOUR

Military

KILLED OR DIED ON SERVICE

Abbott, Sgt. P., Monmouthshire Regt., treasurer's dept., Newport, Mon.
Baxter, Fus. A., Royal Northumberland Fusiliers, valuation dept., Surbiton.
Baxter, A. G., Fleet Air Arm, treasurer's dept. Dagenham (on night operations).
Beck, Sgt. W/O. A/G. W., 32, R.A.F., clerk's dept., South Shields.
Bezant, L. A/C. E. G., health dept., Newport, Mon.
Bickell, F./Sgt. R. W. J., R.A.F., treasurer's dept., Gillingham (on flight over Sicily).
Blackburn, Sig. J., R.C.S., Spenborough (died after operation).
Boothby, Cpl. G. W., 23, Lancers, treasurer's dept., East Barnet (in North Africa).
Boyd, Cpl. P. N., surveyor's dept., Consett U.D. (in Tunisia).
Bridges, Sgt./Gnr. L. S., R.A.F., clerk's dept., Gloucestershire.
Buckeridge, Sub.-Lt. R. C. T., 26, Fleet Air Arm, treasurer's dept., Wembley.
Buckland, Sgt./P. E., R.A.F., electricity dept., Hammersmith.
Cale, Sub.-Lt. N. K., R.N.V.R., architectural asst., architect's dept., Nottingham C.C.
Callick, Sgt. J. A. R., R.A.F., clerk's dept., Middlesex.
Campbell, Sgt./Obs. A., 21, R.A.F., treasurer's dept., Ulverston.
Croucher, Maj. F. E. N., clerk's dept., Middlesex.
Deas, Lt. J. H., R.E. Bomb Disposal Squad, planning dept., Norfolk C.C.
Donaldson, Lt. J., R.A., Burgh Factor of Kirkcaldy (in North Africa).
Eastlake, Sgt./P. M. G., R.A.F., libraries dept., Hammersmith.
Ellisdon, Sig. F. W., 20, R.C.S., St. Pancras (in India).
Fear, Sgt. D. M., 20, R.A.F., finance dept., Coventry.
Gibson, A.B. J., R.N., clerk's dept., Nottinghamshire.
Griffiths, Cpl. R. C. P., 23, R.A.F. treasurer's dept., Basingstoke (in hospital in India).
Groves, Sgt. A. G., R.A.F., public assistance dept., Nottinghamshire.
Grundy, P./O. J., 20, R.A.F., engineer's dept., Nottingham.
***Hackett, Paymaster-Lt. L. E. T.,** 28, R.N.V.R., accountant's dept., Northumberland.
Harman, Sgt. A., R.A.F., clerk's dept., Newport, Mon.
Helsby, Pte. T., Scots Guards, highways accounts dept., Liverpool.
Hester, Pte. A. H., R.A.S.C., electricity dept., Gillingham (in Middle East).
Hewitt, L.A/C. H., 19, R.A.F., treasurer's dept., Carlisle (killed in accident in Canada after passing final examination for pilot officer).
Heynes, Maj. T. D., 34, King George V's Bengal Sappers and Miners, civil engineer, Middleton.
Holden, Sgt./Nav. H. W., R.A.F., electricity dept., Erith.
***Holland, P./O. F.,** R.A.F., electricity dept., Manchester (over Essen).
Houghton, Cpl. T., treasurer's dept., Barrow-in-Furness, (in N. Africa).
Howarth, Lt. P., College of Technology, Manchester (in N. Africa).
Hyatt, Gnr. J. F., asst. surveyor, Ware R.D. (in Tunisia).
Knight, Sgt. T., R.A.F., engineer's dept., West Ham.
Leng, 2nd-Lt. R., R.E., engineer's dept., Newport, Mon.
Lidgett, Pte. I. F., clerk's dept., Oxfordshire (at El Alamein).
Lupton, Cpl. D. C. W., R.A.S.C., health dept., Sheffield.
***Mathias, Sub-Lt. F. G.,** Fleet Air Arm, education dept., Pembrokeshire.
McCulloch, P/O. K., R.A.F., treasurer's dept., Crosby (in raid over Germany).
McLeod, Pte. I. F., R.A.O.C., public assistance dept., Newport, Mon.
Milburn, A/S. W., R.N.V.R., engineer's dept., Middlesex.
***Mitchell, P/O. F. A.,** 29, R.A.F., treasurer's dept., Woolwich (on air operations).
Moffat, Capt. D. R., 28, R.A., Harrogate.
Moore, Miss I., A.T.S., public library, Grimsby (in air raid).
†**Ogg, Sig. N. D.,** 23, R.C.S., chamberlain's dept., Aberdeen (died of peritonitis in prison camp, Germany).
Paramore, F/O. A. F., R.A.F., local taxation dept., Bristol (buried in Holland).
Robinson, Sgt. W.O./A.G. F. J., 28, R.A.F., estate and property office, Newcastle-on-Tyne (over Germany).
Russell, Sgt./Obs. H., 20, R.A.F.V.R., clerk's dept., Enfield (during air operations).
Shackleton, Capt. B. C. R., R.A., agricultural dept., Middlesex.
Sharpe, Sgt. H. J., R.A.F., engineer's dept., West Ham (in Middle East).
Shirley, Sgt. W. J., 20, R.A.F.V.R., libraries dept., Kensington.
Sidey, P/O. A., R.A.F., taxation dept., Middlesex.
Singleton, Sgt. G. D., R.A.F., engineer's dept., Middlesex.
Spencer, Pte. J. A., Grenadier Guards, treasurer's dept., Liverpool.
Taylor, Sgt. W. T., R.A.F., Herefordshire.
***Thomas, F/L. C., D.F.C.,** R.A.F., education dept., Blackpool.
***Tolmie, P/O. W.A.,** R.A.F., valuer's dept., Middlesex.
Tolson, Sgt./Obs. E., R.A.F., treasurer's dept., Huddersfield (on flight over Germany).
Urwin, P/O. G. M., R.A.F., assistant relieving officer, Northumberland (while acting as flying instructor in Canada, 12 days before he was to be married).
Walker, Sgt. J. A., D.F.M., 25, R.A.F., treasurer's dept., Blackpool (see "Awards").
Whalley, Sgt./Obs. J., R.A.F., juvenile employment dept., Preston.
Westwater, Lt. D. E., 26, electricity dept., Tunbridge Wells.
Williams, Fus. T., R.I.F., education dept., Middlesex.
Woodward, Rfn. J. W. W., K.R.R.C., engineer's dept., Middlesex.
Wright, Sgt./Pt. E. C., R.A.F., treasurer's dept., St. Helens.

MISSING

Adams, Sgt./P. C. C., R.A.F., treasurer's dept., Chesterfield (from flight over France).
Balfour, Sgt. R. D., R.A.F., engineer's dept., Dover.
Barber, Sgt./P. E. S., electricity dept., Manchester (in Sicily).
Bartholomew, Sgt. D. W., R.A.F., highways dept., Surrey C.C. (from operational flight).
Bottom, L.S.A. N. D., R.N.V.R., public assistance dept., Middlesex.
Cappelman, P/O. W. H., D.F.M., R.A.F., treasurer's dept., Edmonton (believed killed).
Cassidy, G. J., social welfare dept., L.C.C.
Cook, Sgt./A/G. G., 22, R.A.F., electricity dept., High Wycombe.
Coomes, P/O. R., 21, R.A.F., treasurer's dept., Wallington.
Crawford, Sgt./P. J. F., R.A.F., rates dept., Edmonton.
Curnuck, Sgt./Obs. B., R.A.F., treasurer's dept., Newport, Mon.
Daniel, Sgt./A/G. T. W. R., 21, R.A.F., education dept., Carmarthenshire (from raid over Germany).
Davies, Sgt./Obs. F., R.A.F., treasurer's dept., Ashton-under-Lyne.
Davies, F/O. T., R.A.F., finance dept., Rhondda (from operational flight).
Edgoose, Sgt./Obs. R. L., R.A.F., relieving officer's clerk, Holland C.C. (from flight over Germany).
Eldridge, Sgt./Gnr. G., R.A.F., surveyor's dept., Epsom.
Fearneyhough, Sgt/Obs. N. A., 28, R.A.F., clerk's dept., Gateshead (from operational flight).
Groom, Sgt. P. J., R.A.F., county library, Hayes, Middlesex.
Haseman, Sgt./Pt. R., R.A.F., treasurer's dept., Epsom.
Hawkins, Sgt./Pt. G., R.A.F., branch education correspondent and N.C.I. tutor, Epsom.
Hubbard, Sgt. K., R.A.F., accountant's dept., Norfolk C.C.
Inness, Sgt./P. G. M., 21, R.A.F., surveyor's dept., Gateshead (from operational flight).
Inwood, P/O R., D.F.C., R.A.F., juvenile employment dept., Dudley.
Jacques, Sgt./Obs. L. J. S., R.A.F., Coastal Command, surveyor's dept., Preston (from operational flight).
James, Sgt./Nav. A., R.A.F., public assistance dept., Dudley (former secretary of Dudley branch).
Jones, Sgt./P. N. E., R.A.F.V.R., Torquay (from flight over Germany).
Mapey, Sgt. W., R.A.F., clerk's dept., Uxbridge (from operational flight).
Millns, F/L. R. F., R.A.F., finance dept., Middlesex (believed killed).
Moore, Sgt. WO/AG. M. W., 21, R.A.F.V.R., rating dept., Bishop Auckland (from raid on Wuppertal).
Mycock, Sgt. G. B., R.A.F., Buxton (from flight over Germany).
Openshaw, P/O. F., R.A.F., clerk's dept., Jarrow (from flight over Germany).
Parish, L.A/C. W., R.A.F., public assistance dept. Norfolk C.C. (in Java).
Rothwell, F/O. H. J., 28, R.A.F., treasurer's dept., Stockport (from operational flight).
Roxburgh, F/O. S., R.A.F., treasurer's dept., Scarborough (from flight over Germany).
Ryall, A/C I. F. T., R.A.F., education dept., Middlesex.
Samuel, P/O W. C., D.F.M., R.A.F., surveyor's dept., Glamorgan.
Slater, K. B., R.A.F., engineer's and surveyor's dept., Liverpool (in Far East).
Standfast, P/O. H. J., R.A.F., finance dept., Surrey C.C. (from operational flight).
Swainston, Sgt. A/G. B., 19, R.A.F., South Shields (from operational flight).
Thompson, Sgt/Obs. H. B., R.A.F., education dept., Ashton-under-Lyne.
Young, Sgt/P. J. O., R.A.F., rates dept., Ruislip-Northwood (from flight over North Africa).

PRISONERS OF WAR

***Aldersey, Spr. E. C.,** R.E., engineer's dept., Crosby (in Far East).
Appleby, Dvr. A. S., transport dept., Manchester (in Far East).
***Atkinson, Fus. L.,** surveyor's dept., Consett U.D. (in Italy).
***Basham, Gnr. A. W.,** R.A., clerk's dept., Dunstable (in Malaya).
***Beckett, L/Bdr. D.,** rates dept., Leicester (in Far East).
***Bell, Sgt/P. S.,** 22, R.A.F., surveyor's dept., Gateshead.
***Bew, Tpr. A. W., J.,** finance dept., Middlesex.
***Brown, Cpl. K.,** R.A.F., clerk's dept., Woolwich (in Far East).
Bracegirdle, P., education dept., Eastbourne (in Far East).
Bull, Lt., Ealing (in Italy).
Burns, Lt. P. M., R.S.R., education dept., Middlesex (in Italy).
Cam, P/O. E. K., R.A.F., Fylde Water board, Blackpool (in Italy).
Clegg, Lt. W., Barrow-in-Furness (in Italy).
Cox, Cpl. A. E., R.A.S.C., treasurer's dept., Bolton (in Far East).
***Charlton, Staff/Sgt. G.,** 32, R.A.M.C., sanitary inspector, Gateshead (in Far East).
***Croot, A/C/l. A. J.,** R.A.F., clerk's dept., Battersea (in Far East).
Druett, Pte. N. F., surveyor's dept., Oxfordshire (in Malaya).
Eddie, Lt. C., Angus (in Italy).
Fereday, Sgt. E., R.A.M.C., health dept., Cannock (in Far East).
Fox, Flt Sgt. P. H., R.A.F., surveyor's dept., Oxfordshire (in Germany).
Fozzard, A/C.2 H., R.A.F., waterworks dept., Batley (in Borneo).
Gilchrist, A/C.2 G. R., 23, R.A.F., public assistance dept., South Shields (in Japanese hands).
Graves, Lt., G., Barrow-upon-Soar R.D. (in Italy).
Green, L. A./C. R. H., R.A.F., rates dept., Gosforth (in Far East).
***Gregson, Gnr/Sig. J. E.,** R.A., surveyor's dept., Preston (in Far East).
***Hamerton, Pte. R. S.,** waterworks dept., Manchester (in Far East).
Harvey, Pte. E., R.A.M.C., Camberwell (in Malaya).
***Haskayne, L/Sgt. T. G.,** R.A., surveyor's dept., Soke of Peterborough C.C. (in Far East).
Hickey, Gnr. D., R.A., Hillingdon Institution, Middlesex (in Italy).
***Holland, Sgt. K. A.,** R.A., accounts dept., Dunstable (in Malaya).
Holmes, Lt. D., Darlington (in Italy).
Hudson, Fus. R., Royal Northumberland Fusiliers, education dept., North Riding C.C. (in Far East).
Kelly, Spr. L. R., surveyor's dept., East Grinstead (in Italy).
***Kershaw, Sig. G. F.,** 28, R.C.S., health dept., South Shields.
Knowles, Cpl. L. R., R.A.M.C., health dept., Buxton (in Far East).
Lewitt, A/C.2 A. A., transport dept., Leicester (in Far East).
***Long, Fus. J. R.,** Royal Northumberland Fusiliers, libraries dept., South Shields.
***Martin, Sig. G. V.,** R.C.S., treasurer's dept., Crayford (in Java).
***May, Gnr. J. L.,** 27, R.A., accountant's dept., Carshalton (in Far East).
Mercer, Sgt. K. W., R.A.F., education dept., St. Helens (in Germany).
***Miles, Pte. F. E.,** R.A.O.C., clerk's dept., Willesden (in Far East).
***Morton, A.,** R.A., sanitary inspector's dept., Peterborough (in Singapore).
***Muir, Bdr. J. L.,** R.A., surveyor's dept., Preston (in Far East).
Muscett, Pte. G., R.A.S.C., treasurer's dept., West Ham.
Nobbs, Lt. B., Buckinghamshire (in Italy).
O'Connor, L/Cpl. P. T., clerk's dept., Woolwich (in Italy).
***Orme, Sgt. P. G.,** engineer's dept., Luton (in Far East).
Parkinson, Gnr/Sig. G. R., R.A., docks traffic dept., Preston (in Far East).
Porter, Cpl. A. J., R.C.S., engineer's dept., Edmonton (in Far East).
Ratcliffe, C., Haslingden (in Far East).
Reeve, Lt. F. H., R.A., taxation dept., Middlesex (in Far East).
***Regan, E. S.,** health dept., Wandsworth (in Far East).
Richards, L/Cpl. H. T., (intelligence Corps, education dept., Gloucestershire (in Far East).
***Richardson, Sig. R. I.,** 25, R.C.S., electricity dept., Darlington (in Far East).
Rose, A/C.1 A. B., R.A.F.V.R., electricity dept., Cannock (in Far East).
Ryder, Lt., Wimbledon (in Italy).
Sharples, Pte. F. G., highways dept., Manchester (in Italy).
Snow, Sgt/Obs. P. H., R.A.F., public assistance dept., L.C.C. Clerkenwell (in Germany).
***Spittle, Pte. R. J.,** 29, R.A.M.C., asst. sanitary inspector, Slough (in Far East).
***Stamford, Sgt. R. W.,** R.A., surveyor's dept., Soke of Peterborough (in Far East).
Standfast, P/O. H. J., R.A.F., finance dept., Surrey C.C. (in Germany).
***Taylor, Pte. J. M.,** R.A.M.C., treasurer's dept., West Hartlepool (in Far East).
Tidy, 2/Lt. E., Ealing (in Italy).
***Topliss, Sgt. W. J.,** clerk's dept., Swadlincote (in Far East).
Trevor, Lt., Leeds (in Italy).
Wade, A/C.1 H. A., R.A.F., electricity dept., Preston (in Far East).
***Warwell, Sgt. P. F.,** electricity dept., Manchester (in Italy).
***Wernick, Cpl. C.,** Royal Norfolk Regt., treasurer's dept., Dagenham (in Malaya).
***Wray, Pte. L. W.,** R.A.O.C., gas dept., Redcar (in Far East).
Wright, L. A/C. A., R.A.F., treasurer's dept., Carlisle (in Far East).

REPATRIATED PRISONERS

Broadhurst, A/B. A., 25, rental clerk, Congleton (from Italian camp).
†**Calvert, O./Cdr. M.,** finance dept., Coventry (from internment in Algeria after torpedoing of H.M.S. Manchester.)
Wise, Cpl. S. V., R.A.M.C., county buildings dept., Surrey C.C. (from Italian camp).

**Previously reported missing.*
†Previously reported prisoner of war.

Civilian

KILLED

Kesteven, F., director of education, Torquay (in air raid).

CORRECTIONS

Lt. E. Crouch, treasurer's dept., Bedford, was incorrectly stated to be a prisoner of war in the June journal. Lt. Crouch is missing in North Africa.

The name of **Miss A. G. Stokoe,** canteen organiser under the Kent education committee, who received the O.B.E. in the Birthday Honours, was incorrectly reported in the July journal as Stokes.

MORE AWARDS TO SERVING MEMBERS

Military

D.S.C.

Horrocks, Sub-Lt. H., R.N.V.R., surveyor's dept., Blackpool—"played an outstanding part in sinkings during a recent two-day battle with a U-boat pack in the Atlantic." (Mentioned in Despatches, Dec. 1942.)

Marston, Sub-Lt. M., R.N.V.R., Fleet Air Arm, laboratory staff, Monmouthshire.

Rowe, 1st/Lt. G. J., 23, R.N.V.R., clerk's dept., Wandsworth—"for daring enterprise and skill in successful patrols in H.M. submarines." (Also mentioned in despatches for bravery and skill while serving in H.M.S. Tuna.)

D.F.C.

Bennee, F/O. E. W., R.A.F.V.R., surveyor's dept., Wimbledon—official citation states: "F/O. Bennee has successfully completed a tour of operational duty during which he showed courage and determination in face of the enemy. In August, 1942, one engine of his aircraft failed when over Belgium, but by superb airmanship he flew safely back to base on the remaining engine. At all times this officer's cheerful confidence and ability, combined with his fine powers of leadership, have set a splendid example to the other members of his squadron."

Bradshaw, Act. F/L. W. H. A., R.A.F., clerk's dept., Aldershot—"in recognition of his long and distinguished record in successfully accomplishing many tasks over enemy and occupied territory, and for outstanding work as squadron gunnery leader."

Burnside, F/O. W. M., 34, R.A.F., deputy town clerk, Gateshead—"for services on bombing raids over Germany and Italy."

Castell, F/O. E. F., R.A.F., finance dept., Kent C.C.

Guy, F/L. F. W., 23, R.A.F.V.R., highways (accounts) dept., Manchester—"for sorties over Libya and Burma."

Hall, F/O. G. A., R.A.F., clerk's dept., Morley.—F/O. Hall has been mentioned as the observer of a veteran R.A.F. night-fighter squadron in North Africa which destroyed 51 enemy aircraft without the loss of one of its own machines by enemy action. He has been acting as observer to the squadron's top-scoring pilot and was a member of the crew of a Beaufighter which brought down three J.U. 88's in less than two hours, increasing the Beaufighter's bag of enemy planes to five in two weeks.

Irving, F/O. G. N., R.A.F., weights and measures dept., Carlisle.

Moulden, F/O. D. J., R.A.F., treasurer's dept., Southwark—"for conspicuous service during night operations over Germany."

Spedding, F/O. Obs. G., R.A.F., engineer's dept., Durham C.C.

M.M.

Benge, Sgt. R. C., Queen's Own Royal West Kents, public library, Tunbridge Wells—"for gallant and distinguished services in the field in North Africa."

Bradbury, Cpl. F., education dept., Stretford—"for remarkable ability in keeping open essential routes in column at Lobster Corner."

Sherratt, Cpl. H. A., Middlesex Yeomanry, electricity dept., Battersea—"for gallant and distinguished service in the Middle East."

D.F.M.

Billett, F/Sgt. E. J., R.A.F., markets dept., Liverpool.

Hann, F/Sgt. E. J., R.A.F., surveyor's dept., Yeovil,—"for courage and devotion to duty."

Mather, A/G. W/O. W., 23, R.A.F., public assistance dept., Northumberland—"in recognition of gallantry and devotion to duty in the execution of air operations. This airman has flown on operations against some of the most heavily defended enemy targets in Germany and Italy. He also participated in the daylight raids on Danzig, Le Creusot, and Milan. At all times Sgt. Mather's skill and courage have been worthy of the highest praise."

Robinson, F./Sgt. F., R.A.F., 21, architect's dept., Manchester. "As captain of a flying-boat, this airman has been singularly successful in long and arduous convoy escort duties and anti-submarine patrols. On two occasions he has successfully located rafts and assisted in the rescue of survivors. During other patrols he has sighted damaged and sinking ships. Throughout these missions, F./Sgt. Robinson has displayed distinguished flying ability as well as coolness and great presence of mind. He is a captain of aircraft of the finest type who has invariably displayed the highest courage and devotion to duty."

Smith, Sgt/Obs. E. M., R.A.F., treasurer's dept., Wakefield—"throughout all his numerous missions Sgt. Smith has displayed diligence and application which have proved him to be one of the most able and conscientious observers in his squadron."

Snell, F/Sgt. J., R.A.F.V.R., treasurer's dept., Newport, Mon.—"for inspiring example in air-sea rescue operations."

POSTHUMOUS AWARD OF D.F.M.

Walker, Sgt. J. A., 25, R.A.F., treasurer's dept., Blackpool—"in recognition of gallantry and devotion to duty in the execution of air operations. Sgt. Walker showed great ability and enthusiasm throughout his tour of operational duty and it is in a very great measure due to his exemplary work that such good results have been achieved by his crew. Throughout the winter months, in the face of adverse weather, he navigated his aircraft with consistent accuracy to targets in Germany and Italy, including Berlin, Essen, and Turin. In addition, his brilliant navigation was largely responsible for the success of several long minelaying sorties. Sgt. Walker was outstanding among the squadron's navigators."

M.B.E.

Dodd, F/O. F. J. R., R.A.F. Regiment, asst.-solicitor, Epsom & Ewell. Flying Officer Dodd is a former president of the branch and is a brother of Mr. W. O. Dodd, deputy town clerk of Brighton and a member of the N.E.C.

Francis, Capt. C. H., R.E., architect's dept., Newport, Mon.—"for services with the 8th Army."

HE SILENCED GOERING!

Among the many records of skill and heroism achieved by NALGO members in the Forces, that of Ft.-Lieut. Edward Sismore, 21, who worked in peace-time in the treasurer's department at Kettering, is outstanding.

On January 30, Sismore, then a pilot officer, was navigator of the leading plane of the formation which led the first daylight raid on Berlin, arriving at exactly 11 a.m., just as Goering was due to broadcast from the Air Ministry to the Reich in honour of the tenth anniversary of Hitler's becoming Chancellor, disrupting the festivities and sending the Chief of the Luftwaffe scurrying ignominiously to shelter. For that he was awarded the D.F.C.

On May 27, Sismore, who had been promoted to Flight-Lieutenant, navigated the leading Mosquito on the daring daylight raid which smashed the Zeiss optical factory at Jena. Though the aircraft was hit and a big piece knocked out of the airscrew, it was brought home safely. In a broadcast description of the raid its success was attributed largely to the navigation of Sismore, which was described as "little short of miraculous." For this raid he received the D.S.O.

A NALGO HERO

In November, 1941, we recorded the award of the George Cross to Lt. John B. P. Miller, M.A., R.N.V.R., formerly deputy director of education for Northamptonshire, for great gallantry in dealing with unexploded mines during the blitz. On one occasion, while stationed on the south-east coast, he took a canoe from an amusement park and, with Able-Seaman S. D. Tuckwell, rendered several mines harmless. On another, again with Able-Seaman Tuckwell, he stripped a mine which had fallen in an Ilford street, saving many homes. Their portraits, painted by William Dring, hung for some time in the war artists' exhibition at the National Gallery. Ilford Council recently commissioned copies of the portraits—that of Lt. Miller is shown here—and it is to hang in the Grantshill Library, Ilford.

These Have Helped B. and O. Fund—Have You?

MANY branches continue to show enterprise and ingenuity in raising money for the Benevolent and Orphan Fund. Outstanding among recent contributions has been £600 raised during three "Wings for Victory" weeks—£450 from **Stoke-on-Trent,** the proceeds of socials and dances; £116 from the nursing staff of **South Shields General Hospital**—a gallant effort indeed, and an appropriate recognition of NALGO's share in the Rushcliffe report; and 46 savings certificates from **Liverpool**—the balance of a fund raised by staff, patients, and friends of Walton Hospital to provide a certificate for each child born in the hospital during Liverpool's "Wings" week. In fact, there was sufficient money to give a certificate to each baby's mother, too, and this useful balance to the Fund.

Sunday cinemas, also, are providing a steady income. **Swindon** has just sent £30 from this source, **Stafford** £15, and **Grimsby** another £5 5s.

Two branches have sent donations as thank-offerings—**Retford** £7 8s. in recognition of the Association's success in securing a war bonus, and the temporary staff at **Finchley** £4, in appreciation of NALGO's achievement in securing for them the Whitley Council scale of salaries.

Derby draws provided £31 10s. 6d. from **West Cornwall**; £11 4s. from **Kingston-on-Thames** and £5 7s. from **Barnet**—the last a gesture in recognition of the attention and care given to one of its members at "Nalgo House." Matlock.

Southport has embarked on a "long-term" special effort which includes a raffle, outdoor competitions, whist drives and socials, and a big dance.

Chislehurst and Sidcup has given £5 5s. from branch funds, now less heavily drawn upon as a result of the war-time curtailment of activities. **South Notts** raffled a chicken and obtained £4 10s.

Many branches have held dances which have provided the following sums: **Abertillery,** £3 3s.; **Berkshire,** £10 16s. 10d.; **Bolton,** £15 18s. 6d.; **Caerphilly,** £8 8s.; **Carmarthen,** £20; **Feltham,** £7; **Gosport,** £30; **Hazel Grove,** £15; **Isle of Anglesey,** £30; **Oldbury,** £10 10s.; **Reigate,** £2 0s. 2d.; **Stockton-on-Tees,** £15 6s.; **Swindon,** £31 18s. 4d.; **West Sussex,** £19 10s. 11d.; **Weymouth,** £66 17s. 4d.; and **Wolverhampton,** £5 7s. 10d.

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for London University D.P.A. can be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly-qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free of charge. At the 1943 (External and Extension) Examinations 35 WOLSEY HALL Students Passed, forming over HALF THE PASS LISTS.

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SCOTTISH NOTES

Better Bonus Approved: 500 More New Members

As a result of NALGO representations, a further improvement in the Whitley council scale of bonus has been obtained. The new recommendation, which is identical with the latest civil service award, though without the disadvantage of the civil service "ceiling" of £850, operates from the beginning of the first full pay period on or after August 1. It is as follows:

Juniors under 21 (Men and Women)

Under 16	5s. 0d.	18	8s. 6d.
16	5s. 6d.	19	9s. 6d.
17	6s. 0d.	20	10s. 6d.

Adults (21 and over)

Salary	Men	Women
Up to £250	17s. p.w.	13s. 6d. p.w.
£250—£500	14s. p.w.	11s. 6d. p.w.
Over £500	£24 p.a.	£24 p.a.

This is the fourth improvement in Scottish service conditions obtained through the Whitley council this year. Much remains to be done, but the pace is quickening. Now for that long-awaited revision of our present woefully inadequate salary scales!

Recruiting Drive.—During the past two months, usually regarded as a "dead" holiday period, 500 new members have been recruited. **Glasgow** branch alone had 150 applications for membership during August, and special mention must be made of **Kirkcaldy's** 50 per cent increase and of **Largs, Port Glasgow** and **Kilmarnock,** where membership is now practically 100 per cent.

Mr. John Robson, one of the recently appointed mobile organisers, has been transferred to Scotland to assist in the recruiting campaign, and hopes are high for even more substantial progress during the autumn. The aim is 10,000 members in Scotland. Given the active co-operation of branch officers and executive committees, that can and will be reached.

War Service Pay.—NALGO has won its dispute against **Port Glasgow** town council, the National Arbitration Tribunal having recognised the recommendations of the Scottish Whitley council as being fair and reasonable and having given an award requiring Port Glasgow to carry them into effect. Some Scottish authorities, particularly a minority of the county councils, have hitherto disregarded or amended Whitley council recommendations. All departures from these recommendations should be reported immediately to the acting divisional secretary, for him to take the necessary action.

Successes in Glasgow.—In the past month NALGO representations have obtained, in Glasgow:

1. Re-grading of 19 senior assistant registrars to a new maximum of £350—a happy conclusion to protracted negotiations;
2. Re-grading on the permanent staff of a temporary woman investigator in the health department;
3. The placing on the appropriate scale of a baths superintendent, formerly un-graded; and
4. An increase of 10s. a week in the salaries of inspectors in the health and veterinary departments.

Overheard at a Glasgow Sectional Meeting.—"Never mind aboot oor status, Sam. Mind ye're talking to Scotsmen. . . . Stick to the pounds, shillings an' pence!"

All This—and Heaven Too!

BURGH OF KILMARNOCK.

TOWN CLERK'S DEPARTMENT.

APPLICATIONS are invited for the appointment of Female Entrant in the Town Clerk's Department, at a salary of £26 per annum (plus war bonus), rising, subject to satisfactory service, by four annual increments of £5 and one of £6 to a maximum of £52 per annum with prospects of promotion to higher grades.

Possession of the Day School Certificate (Higher) and proficiency in shorthand and typewriting will be an advantage.

Applications, in writing, should be lodged with me by Thursday first, 6th proxo.

W. L. WALKER, Town Clerk.

—*Kilmarnock Standard.*

SALARIES AND SERVICE CONDITIONS

NORTH EASTERN

Crook & Willington U.D., after hearing a deputation from NALGO and the Sanitary Inspector's Association, has agreed to increase the basic salary of the sanitary inspector from £350 to £400 p.a. from April 1, 1943.

South Shields C.B. and **Tynemouth C.B.** have joined the provincial council, bringing the total number of constituent members to 49. The only boroughs now remaining outside the provincial council are—Middlesbrough C. B., Darlington C.B. and Berwick B.

Stockton-on-Tees B. in response to an application from the divisional officer, has adopted the provincial council salary scales and cost of living bonus—3rd award—with effect from October 1, 1943, and also agreed to join the provincial council.

Wallsend B. has adopted the provincial council salary scales.

West Hartlepool C.B. has granted an application from the divisional officer for the salary of an officer to be increased from £240 to £270 p.a.

NORTH-WESTERN AND N. WALES

Bangor B. and **Nantwich U.D.** have adopted new model grading schemes prepared by the North Wales provincial council and the Lancashire and Cheshire provincial council respectively.

Eccles B. has agreed to allow 60ths for non-contributing service.

Hyde B. has adopted the grading scheme submitted by the Lancashire and Cheshire provincial council from April 1, 1943.

The **Lancashire C.C.** co-ordination committee has recommended a new scale of salaries for administrative assistants and clerical staffs, which is a considerable improvement on the present scale. It is recommended that the new scales should operate from October 1.

Of ten appeals from **Radcliffe B., Ince-in-Makerfield U.D.** and **Skelmersdale U.D.,** heard by the appeals committee of the Lancashire and Cheshire provincial council on July 13, two were won, one was lost, and seven, all relating to one authority, were deferred pending investigation by the joint secretaries of the provincial council. Of ten more appeals from **St. Helens** which were heard by the appeals committee at Manchester on August 10, all were successful. All the appellants were represented by Mr. Stephen Duncan, assistant divisional secretary.

YORKSHIRE

Goole B. has adopted the Yorkshire provincial council salary scales and the grading of the staff is proceeding.

Keighley B. has adopted the Yorkshire provincial council salary scales with effect from April 1, 1943.

Leeds C.B., in response to representations by the Leeds branch, has adopted the following new salary scales for the lower grades:

Men: £60 (at 16)+15 (8)+10 (3)—£210 (at 27).
Women: £60 (at 16)+15 (6)—£150 (at 23); Grade F2: £160+10 (2)—£180; Grade F3: £180+10(2)—£200.

West Riding C.C. has approved the establishment of a joint committee of representatives of council and staff. In addition to dealing with salaries and service conditions, methods of administration, and avoidance of differences, the committee will consider demobilisation problems, and proposals for local government reconstruction in so far as they are likely to affect the staff.

York C. has adopted the provincial council's scales of salaries for men. The existing scales for women are better than the provincial council scales.

SOUTH WESTERN

Cheltenham B. has set up a joint advisory committee of five members of the council and five staff.

Weston-super-Mare B. has become a constituent member of the South Western provincial council.

Falmouth B. has agreed to apply the junior scale of the provincial council to articled pupils.

Camborne-Redruth U.D. has adopted the provincial council scales and asked the council to submit a staff grading scheme.

Tavistock U.D. has become a constituent member of the provincial council.

West Penwith R. D. has become a constituent member of the provincial council, adopted the scales and cost-of-living bonus, and graded the staff.

SOUTH WALES AND MONMOUTHSHIRE

Merthyr Tydfil C.B., Aberdare, U.D., Abertillery U.D., Taf Fechan Water Supply Board and the **West Monmouth Omnibus Board,** in response to applications from the divisional officer, have agreed to adopt the principle of 60ths for non-contributory service.

Ystradgynlais R.D. has adopted scale I of the South Wales provincial council, and **Caerphilly U.D.** has agreed to secure a model grading scheme from the provincial council based on that scale.

In response to an appeal by the Association, the Welsh Board of Health has refused to sanction the termination of the appointment of a relieving officer employed by **Glamorgan C.C.**

Temporaries—Hold on to your Pension Rights!

THE attention of the Association has been called to the fact that some local authorities are giving to temporary employees who are called up for service in H.M. Forces a form to complete as follows:

"As I am leaving the service of the Council on the —— in order to join H.M. Forces, I shall be obliged if you will arrange to refund, on or before that date, my contributions to the superannuation fund. I understand from you that, as my appointment was of a purely temporary nature, there is no right of reinstatement after the war."

Any intimation by a local authority to a temporary employee about to be called up for service in H.M. Forces that his employment has been terminated would, in the opinion of the NALGO legal department, be an offence against the National Service (Prevention of Evasion) Regulations, 1941. Furthermore, any suggestion that, because the appointment is of a purely temporary nature, there is no right of reinstatement after the war is contrary to the provisions of Section 14 of the National Service (Armed Forces) Act, 1939. A temporary employee is, of course, only entitled to be reinstated in an occupation and under conditions not less favourable to him than those which would have been applicable to him had he not been called up for service in H.M. Forces, but nevertheless he is entitled to be reinstated, and, on reinstatement, if the local authority want to terminate the employment, they must do so by then giving proper notice.

Temporary employees about to be called up for service in H.M. Forces are therefore advised **not** to apply for the return of their superannuation contributions, and the effect of such return should be explained to them. If such an employee does apply for the return of his contributions, it would probably be held that he had relinquished his employment and consequently his superannuation rights under sections 3 and 4 of the Local Government Staffs (War Service) Act, 1939, are lost. Furthermore, if he makes a claim for the return of his superannuation contributions, no period of his war service after the date on which the claim is made will be included in his period of war service for superannuation purposes. If his superannuation contributions are not returned to him, his superannuation rights will be preserved to him during his war service in accordance with the two sections quoted above.

Obituary

We regret to record the deaths of three NALGO members:

F. Chadwick, formerly treasurer and chairman of the Rochdale branch, and for sixteen years a delegate to the North Western and North Wales district committees.

C. W. Jefferies, formerly chief clerk, borough treasurer's department, Swindon, and a former president, secretary, and treasurer of the Swindon branch.

A. B. Huggins, acting-secretary of the Port of London Authority, and one-time chairman of the P.L.A. branch, in the formation of which he played a leading part.

Registrars Seek National Scales

A sub-committee of the Registrars' Association, formed to consider and report on a national-scale of salaries for registrars, has recommended that the association should urge the Registrar General to consider the following proposals:

The placing of all full-time registrars in a higher clerical officer grade with salary of £400+18—£525;

Assessment of part-time remuneration on a basis of time devoted to the work, instead of on the number of registrations;

Any revision of salaries and fees agreed by the Registrar General to be binding on local authorities, and payment of recommended fees to be retrospective;

Repeal of the exemption clause for registrars under the National Health Act;

Payment of a substantial retaining fee to deputy registrars; and

Better provision for promotion of registrars.

These proposals are to be considered by the members of the Registrar's Association.

Cost of Living 1 Point Down

The Ministry of Labour cost-of-living index, which rose to 200 in July, fell one point last month to 199, representing an increase of 28.3 per cent since the outbreak of war.

It's pukka gen

The wallah who put me on to FOUR SQUARE certainly had the pukka gen on baccy. No 'mouth' or 'throat' however much you smoke. Must be something in what he said about FOUR SQUARE being a dandy smoke without artificial scent or flavouring. Anyway, from now on it's FOUR SQUARE for me. Six blends to choose from —

"VIRGINIAS"		"MIXTURES"
RED SQUARES. A rich, cool, satisfying Virginia. 'Broken flake' of medium cut. Very cool and long lasting per oz. 2/11	YELLOW SQUARES Similar style to Matured Virginia, but made exclusively from the best Empire leaf of Virginia type - per oz. 2/7	BLUE SQUARES. A perfectly balanced mixture of finest Virginia and choicest Eastern tobaccos. The indoor smoker's ideal. Aromatic but not heady. Medium cut - per oz. 2/11
BROWN SQUARES A finer cut Empire Virginia, shredded and toasted. Dark in colour, but very soft flavour - per oz. 2/7	PURPLE SQUARES Curlies. The ever popular spun-cut. Little discs of tobacco ready for the pipe. Flavoursome and long-lasting - per oz. 2/7	GREEN SQUARES. A mixture of the old original Scottish type of medium strength and medium cut, made from selected Empire leaf per oz. 2/7

FOUR SQUARE Cigarettes 20 for 2/4

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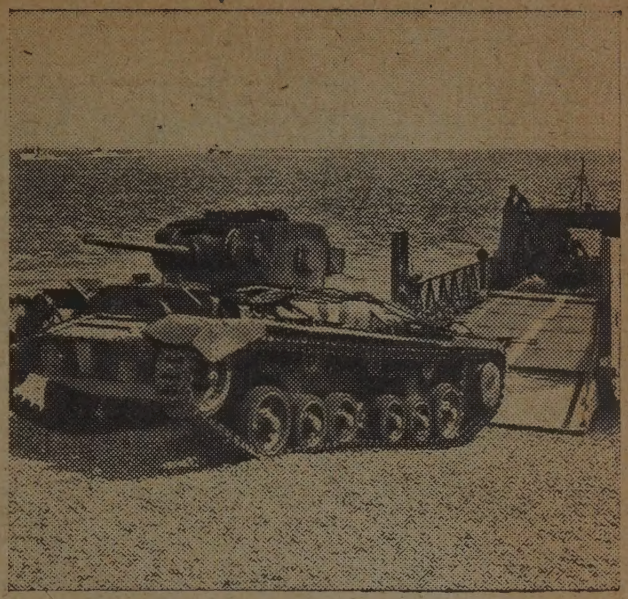

Combined Operations

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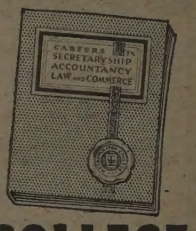

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